

## Workforce Planning and Organisational Strategy

Course code: HRT-022



### SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

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## — Workshop Overview

In today's fast-paced and competitive business landscape, effectively aligning workforce capabilities with organizational objectives is key to long-term success. Workforce planning is no longer just about filling positions; it involves forecasting future talent needs, addressing skill gaps, and creating a resilient workforce that can meet both present and future challenges. This Workforce Planning and Organisational Strategy training course provides a thorough understanding of how workforce planning can be integrated into an organization's broader strategy. It focuses on data-driven approaches, utilizing innovative tools, and aligning talent management with long-term business goals. Through interactive lessons, practical tools, and real-world case studies, the course prepares participants to develop and execute proactive workforce strategies that enhance organizational performance and sustainability.

### Why Attend

This Workforce Planning and Organisational Strategy training course will utilise a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This includes an interactive mixture of lecture-led learning & group discussions.

### Who Should Attend

Human Resource Professionals and Managers  
Organisational Development Specialists  
Strategic Planners and Analysts  
Business Leaders and Executives  
Talent Management Professionals  
.Individuals involved in workforce planning and strategy development

## — Learning Objectives

- Understand the key principles and frameworks of strategic workforce planning
- Align workforce planning with organizational strategy and long-term objectives
- Identify and address talent gaps effectively
- Use workforce analytics and data-driven tools to make strategic decisions
- Create and implement flexible workforce strategies to enhance organizational resilience
- Assess and monitor the effectiveness of workforce planning to adapt to evolving needs

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## Course Outline

**DAY  
1****Day One: Fundamentals of Workforce Planning**

- Introduction to Workforce Planning and Organisational Strategy
- The Importance of Workforce Planning in Today's Business Landscape
- Key Components of Workforce Planning: A Strategic Framework
- Understanding Workforce Trends and Challenges
- Workshop: Assessing Current Workforce Alignment with Organisational Goals

**DAY  
2****Day Two: Aligning Workforce Planning with Organisational Strategy**

- Linking Workforce Planning to Business Objectives
- Conducting Strategic Workforce Analysis: Identifying Gaps and Needs
- Key Drivers of Workforce Alignment: Competencies, Roles, and Resources
- Case Studies: Effective Workforce Planning in Successful Organisations
- Interactive Exercise: Developing Alignment Strategies

**DAY  
3****Day Three: Data-Driven Workforce Planning and Forecasting**

- Workforce Analytics: Tools and Techniques
- Using Data to Forecast Workforce Demand and Supply
- Scenario Planning and Risk Analysis in Workforce Planning
- Leveraging AI and Technology for Workforce Insights
- Practical Session: Building a Data-Driven Workforce Model

**DAY  
4****Day Four: Talent Acquisition, Development, and Retention Strategies**

- Addressing Talent Gaps through Targeted Recruitment Strategies
- Upskilling, Reskilling, and Employee Development Programs
- Building Succession Plans for Critical Roles
- Enhancing Employee Engagement and Retention Strategies
- Workshop: Designing a Talent Acquisition and Development Plan

**DAY  
5****Day Five: Implementation, Monitoring, and Evaluation of Workforce Plans**

- Turning Strategy into Action: Building an Effective Workforce Plan
- KPIs and Metrics for Monitoring Workforce Planning Success
- Continuous Improvement: Adapting to Organisational and Market Change
- Action Planning: Creating a Tailored Workforce Strategy for Your Organisation

- Closing Discussion and Feedback

## — Upcoming Classroom Dates

| DATE                  | LOCATION                | FEE    |
|-----------------------|-------------------------|--------|
| 19 - 23 October 2026  | Rome - Italy            | €2,125 |
| 2 - 6 November 2026   | Kuala Lumpur - Malaysia | €1,400 |
| 21 - 25 December 2026 | Barcelona - Spain       | €1,925 |
| 18 - 22 January 2027  | Barcelona - Spain       | €1,925 |
| 15 - 19 February 2027 | Paris - France          | €2,250 |
| 15 - 19 March 2027    | Frankfurt - Germany     | €1,625 |
| 19 - 23 April 2027    | Barcelona - Spain       | €1,925 |
| 17 - 21 May 2027      | Frankfurt - Germany     | €1,625 |

## — Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact [info@sparktraining.eu](mailto:info@sparktraining.eu) or +31 85 115 0004.