

Organisation & Manpower Planning

Introduction

This course will help you get a grip with a new fully integrated approach to strategic workforce planning drawing in all the different facets to this business critical process. Not only does it explore the core components to manpower planning, it also shows how to move the approach from backroom operations to gaining a place in the organization's strategic development process. Furthermore, this top-level approach will then inform the organisation's resourcing, talent management and talent development strategies.

Objectives

By the end of this course participants will be able to:

- Apply appropriate workforce planning tools and techniques to your business strategy
- Review your own practices and make appropriate changes
- Think both strategically and tactically to enable effective workforce planning
- Explain the core HR components of modern workforce planning to ensure alignment
- Overcome challenges to effective workforce planning and build on enablers
- Apply good ideas from colleagues from other organisations

Content

A sample of what is covered includes:

The Context for, and Modern Approach to, Strategic Workforce Planning

- The Current Position with Workforce Planning
- Why strategic workforce planning is needed?
- Case Study Highlighting the Core Features of Effective Workforce Planning
- Leading Principles in Workforce Planning
- Understanding What your Business Strategy Means in Practice for Strategic Workforce Planning
- Identifying Strategic Roles in the Organisation

Understanding and Dealing with the Challenges of Workforce Segmentation

- Understanding and Managing the Implications of Strategic Roles
- Segmenting the Workforce
- Managing the Implications of Segmentation
- The Need for Data as the Basis for Informed Decision-making

Implementing Integrated Workforce Planning

- Best Practice vs. Bespoke Solutions
- Assessing the Current Position
- Identifying Alternative Strategies - *using scenario planning*
- Agreeing What the Future Organization Requires
- Understanding the Range of Resourcing Options

Bridging the Gap

- Challenges and Enablers for Effective Workforce Planning
- Review of Contemporary Learning by Organisations in Implementing Strategic Workforce Planning
- Applying the 6B Model to Realise Organizational Strategy

- Reasons Why Strategic Workforce Planning Fails
- Introducing Strategic Workforce Planning is an Exercise in Change Management

Bringing all the Aspects of Strategic Workplace Planning Together

- Translating the Theory to Practice - Action Learning Set(s) - *facilitator - led session sharing challenges and suggesting solutions*
- Creating a Collaborative Cross-functional Approach to Workforce Planning
- Summary of Key Messages from Effective Workforce Planning Practices
- Summary of Key Learnings from Delegates during the Week

