BLACKBIRD FOR TRAINING

Workforce Planning and Development

22 – 26 February 2027
Paris (France)



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Ref: 3254838_179624 **Date:** 22 – 26 February 2027 **Location:** Paris (France) **Fees:** 5200 GBP

Introduction

In today's fast-paced and ever-evolving business environment, strategic workforce planning is crucial for achieving organizational goals and ensuring long-term success. This comprehensive workforce planning course is designed to equip participants with the tools and knowledge needed to effectively plan human resources, analyze future workforce needs, and develop competencies that secure organizational readiness for future challenges. Through strategic analysis and effective workforce planning strategies, participants will learn how to bridge skill gaps, enhance productivity, and ensure workforce sustainability.

Course Objectives

By the end of this workforce planning and development course, participants will be able to:

- Understand the definition of strategic workforce planning and its importance in achieving organizational objectives.
- Analyze current and future human resource needs with a strategic mindset.
- Develop integrated workforce development plans that enhance skills and competencies.
- Apply effective workforce planning techniques to bridge skill gaps and boost performance.
- Improve workforce sustainability and ensure adaptability to market changes.

Course Outlines

Day 1: Introduction to Workforce Planning

- Understanding the definition of workforce planning and its strategic importance.
- Exploring the workforce planning lifecycle and its stages.
- Methodologies for assessing current workforce status.
- Case Study: Strategic Workforce Planning in a global corporation.
- Workshop: Creating an initial workforce assessment plan.

Day 2: Needs Analysis and Growth Forecasting

- Techniques for analyzing skill gaps in the workforce.
- Forecasting future human resource needs based on organizational growth.
- Tools for evaluating job performance and competencies.
- Practical Application: Preparing a Human Resource Needs Assessment for strategic growth.



Day 3: Workforce Development Strategies

- Designing effective workforce development plans and career development programs.
- Planning for succession and building future leaders.
- Enhancing core competencies and boosting productivity through strategic planning.
- Simulation Exercise: Developing a professional development plan for team growth.

Day 4: Change Management and Workforce Sustainability

- How to manage organizational change effectively while maintaining workforce stability.
- Strategies for retaining talent and reducing employee turnover.
- Strengthening workforce sustainability to address future challenges.
- Workshop: Designing a Workforce Sustainability and Change Adaptation Plan.

Day 5: Evaluation and Continuous Improvement

- Tools for measuring the effectiveness of workforce planning strategies.
- Utilizing workforce planning analytics for strategic decision-making.
- Developing continuous improvement plans for sustainable human resource management.
- Final Project: Creating a comprehensive Workforce Planning and Development Strategy.

Why Attend this Course: Wins & Losses!

- Master the skills required for effective workforce planning and analysis.
- Improve your ability to develop competencies to meet future organizational demands.
- Design successful workforce planning strategies for sustainability and succession.
- Apply modern workforce planning technologies for performance measurement and strategic forecasting.
- Learn from real-world case studies and workforce planning specialists to confidently manage human capital.

Conclusion

This workforce planning and development training is the perfect opportunity for HR professionals, business managers, and workforce analysts looking to enhance their skills in strategic workforce planning. By applying best practices and modern workforce planning techniques, participants will be able to design effective strategies that ensure workforce sustainability and organizational success.

Join us to elevate your expertise in Human Resource Management and gain a competitive edge in workforce strategy planning!

