Advanced Strategic Workforce Planning: Building a Future-Ready, Purpose-Driven Workforce

UK Traininig

PARTNER

Advanced Strategic Workforce Planning: Building a Future-Ready, Purpose-Driven Workforce

Introduction:

In today's fast-evolving healthcare and retail environment, workforce planning must move beyond static, headcount-focused processes to become a dynamic, strategic capability. Organizations navigating digital transformation, regional expansion, and hybrid work models require a forward-looking approach to anticipate talent needs, mitigate risks, and build future capabilities.

This advanced course empowers HR, Talent, and Business Leaders with the tools to connect workforce strategies with long-term business goals. Using data-driven techniques such as skills intelligence, segmentation, and scenario planning, participants will learn to design and implement an agile, purpose-aligned workforce strategy that supports operational excellence and transformation at all organizational levels.

Course Objectives:

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

- Align workforce planning with strategic priorities, transformation programs, and national vision frameworks.
- Forecast future workforce needs using data modeling, scenario planning, and capability-based approaches.
- Segment the workforce based on strategic value, future potential, and critical roles across operations, support, and digital functions.
- Analyze workforce risks and gaps using internal analytics and external market data.
- Design reskilling, upskilling, and mobility strategies to build a resilient, future-ready workforce.
- Strengthen collaboration among HR, Finance, and Business Units to ensure ongoing integration of workforce planning into strategic decisions

Course Outline 2 Days:

Day 1: Strategic Alignment & Capability Forecasting

1.1 Reimagining Strategic Workforce Planning SWP

- The evolution from operational to strategic workforce planning
- Workforce planning as a competitive advantage in retail, healthcare, and digital environments
- Trends impacting the future of work: skills-based organizations, automation, hybrid models

1.2 Linking Business Strategy to Workforce Strategy

Head Office: +44 7480 775 526
Email: sales@blackbird-training.com
Website: www.blackbird-training.com

- Translating long-term goals into capability requirements
- Aligning workforce strategy with digital transformation, market expansion, and customer experience
- SWP as a driver of organizational agility and change readiness

1.3 Workforce Segmentation & Role Prioritization

- Identifying mission-critical roles and emerging skill domains
- Strategic segmentation: frontline, technical, digital, and support functions
- Workforce risk mapping and succession considerations

1.4 Forecasting Workforce Demand & Scenarios

- Scenario-based planning for emerging services, technologies, and markets
- Data-driven forecasting: demand modeling, supply gap analysis
- Workforce capacity planning aligned with business growth trajectories

1.5 Capability Mapping & Skills Intelligence

- Building a skills taxonomy relevant to evolving service lines
- Skills adjacencies and future capability trends
- Leveraging skills data for planning, development, and mobility

Day 2: Execution, Agility & Workforce Enablement

2.1 External Market Intelligence & Talent Landscape

- Analyzing labor market trends and regional talent availability
- Benchmarking industry competitors and workforce productivity
- Integrating economic, regulatory, and demographic data into SWP

2.2 Agile Organizational Models & Workforce Flexibility

- Adaptive organizational design: from fixed roles to flexible capability pools
- Agile workforce structures across branches, digital, and hybrid teams
- Flexible deployment models for seasonal peaks and geographic scaling

2.3 Technology, Governance & Maturity Models

- Enablers of modern SWP: analytics platforms, dashboards, AI tools
- Workforce planning governance: collaboration across HR, Finance, and Strategy
- Maturity levels in SWP and how to evolve internal capabilities

2.4 Designing Targeted Workforce Interventions

Head Office: +44 7480 775 526
Email: sales@blackbird-training.com
Website: www.blackbird-training.com

- Data-informed interventions: reskilling, hiring, redeployment
- Building inclusive and future-ready talent pipelines
- Aligning SWP with ESG, DEI, Saudization, and regulatory priorities

2.5 Simulation: Building a Strategic Workforce Plan

- Group case study: planning for a new service line or regional expansion
- Presenting workforce strategy: segmentation, risks, actions, KPIs
- Feedback, reflection, and action planning for real-world application

Why Attend this Course: Wins!

Participating in this course offers several key advantages:

- Gain practical, hands-on experience with advanced workforce planning tools and techniques.
- Enhance strategic decision-making capabilities by integrating workforce insights into business strategy.
- Build the skills needed to develop a future-proof talent pipeline that supports digital and operational transformation.
- Increase organizational resilience and agility in the face of rapid market changes and technological advancements.
- Strengthen alignment between workforce initiatives and broader organizational goals, including ESG and national workforce policies.

Conclusion:

The future of work demands a more strategic, integrated, and forward-thinking approach to workforce planning. By completing this course, participants will not only gain the tools and frameworks to build a future-ready workforce but will also strengthen their organizations' capacity for agility and sustained growth. Equipped with practical insights and hands-on experience, leaders will be empowered to turn workforce planning into a powerful enabler of transformation and competitive advantage.

Head Office: +44 7480 775 526
Email: sales@blackbird-training.com
Website: www.blackbird-training.com

Blackbird Training Cities

Europe

Malaga (Spain)	Sarajevo (Bosnia and Herzegovina) Cascais (Portugal)	Glasgow (Scotland)	Edinburgh (UK)	Oslo (Norway)
Annecy (France)	Bordeax (France)	Copenhagen (Denmark)	Birmingham (UK)	Lyon (France)	Moscow (Russia)
Stockholm (Sweden)	Podgorica (Montenegro)	Batumi (Georgia)	London (UK)	Istanbul (Turkey)	Amsterdam
Düsseldorf (Germany) (Switzerland)	Paris (France)	Athens(Greece)	Barcelona (Spain)	Munich (Germany)	Geneva
Prague (Czech)	Vienna (Austria)	Rome (Italy)	Brussels	Madrid (Spain)	Berlin (Germany)
Lisbon (Portugal)	Zurich	Manchester (UK)	Milan (Italy)		

UK Traininig **PARTNER**

Blackbird Training Cities

USA & Canada

Los Angeles (USA)	Orlando, Florida (USA)	Online
Phoenix, Arizona (USA)	Houston, Texas (USA)	Boston, MA (USA)
Washington (USA)	Miami, Florida (USA)	New York City (USA)
Seattle, Washington (USA)	Washington DC (USA)	In House
Jersey,New Jersey (USA)	Toronto (Canada)	

ASIA

Baku (Azerbaijan) (Thailand)	Maldives (Maldives)	Doha (Qatar)
Manila (Philippines)	Bali (Indonesia)	Bangkok
Beijing (China)	Singapore (Singapore)	Sydney
Tokyo (Japan)	Jeddah (KSA)	Riyadh(KSA)
Melbourne (Australia) Korea)	Phuket (Thailand)	Dubai (UAE)
Kuala Lumpur (Malaysia)	Kuwait City (Kuwait)	Seoul (South
Pulau Ujong (Singapore)	Irbid (Jordan)	Jakarta (Indonesia)
Amman (Jordan)	Beirut	

UK Traininig
PARTNER

Blackbird Training Cities

AFRICA

Kigali (Rwanda)

Cape Town (South Africa)

Accra (Ghana)

Lagos (Nigeria)

Marrakesh (Morocco)

Nairobi (Kenya)

Zanzibar (Tanzania)

Tangier (Morocco)

Cairo (Egypt)

Sharm El-Sheikh (Egypt)

Casablanca (Morocco)

Tunis (Tunisia)

UK Traininig
PARTNER

Head Office: +44 7480 775 526
Email: sales@blackbird-training.com
Website: www.blackbird-training.com

Blackbird Training Categories

Management & Admin

Entertainment & Leisure
Professional Skills
Finance, Accounting, Budgeting
Media & Public Relations
Project Management
Human Resources
Audit & Quality Assurance
Marketing, Sales, Customer Service
Secretary & Admin
Supply Chain & Logistics
Management & Leadership
Agile and Elevation

Technical Courses

Artificial Intelligence (AI)
Hospital Management
Public Sector
Special Workshops
Oil & Gas Engineering
Telecom Engineering
IT & IT Engineering
Health & Safety
Law and Contract Management
Customs & Safety
Aviation
C-Suite Training

International House 185 Tower Bridge
Road London SE1 2UF United Kingdom

+44 7401 1773 35
+44 7480 775526

Sales@blackbird-training.com

www.blackbird-training.com

UK Traininig
PARTNER

Head Office: +44 7480 775 526
Email: sales@blackbird-training.com
Website: www.blackbird-training.com