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

11 – 15 October 2027
Amsterdam (Netherlands)

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Ref: 3255030_329733 **Date:** 11 – 15 October 2027 **Location:** Amsterdam (Netherlands) **Fees:** 5900 GBP

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

- 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

- 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.

