BLACKBIRD FOR TRAINING

Master Organizational Design & Workforce Planning Skills

15 – 19 March 2027
Kigali (Rwanda)



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Introduction

In a rapidly evolving business world, organizations must adapt their structures, operations, and workforce strategies to remain competitive and future-ready. This intensive one-week program is designed to help participants master the essential capabilities of Organizational Design and Workforce Planning, two of the most critical functions shaping modern, agile, and high-performing organizations.

The course combines strategic models, analytical tools, practical applications, and real-world case studies. Participants will develop the ability to diagnose organizational challenges, redesign structures, forecast talent needs, address skill gaps, and align the workforce with long-term business objectives. With the rise of digital transformation, new business models, and future-of-work trends, mastering organizational design principles and strategic workforce planning has become more important than ever.

Whether you are an HR professional, organizational development specialist, manager, or leader, this course will equip you with the skills and frameworks needed to build scalable, efficient, and resilient organizations.

Course Objectives

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

- Understand core frameworks, models, and principles of Organizational Design.
- Analyze organizational structures and identify opportunities for redesign and improvement.
- Develop strategic Workforce Planning approaches aligned with business goals.
- Use data-driven forecasting tools to identify workforce needs and future skill gaps.
- Apply practical methods to optimize organizational performance, roles, processes, and workflows.
- Manage organizational change to ensure successful implementation of redesign initiatives.
- Build agile, scalable organizational structures suitable for digital transformation and future-of-work demands.

Course Outlines

Day 1: Fundamentals of Organizational Design

- Principles and evolution of organizational design.
- Core elements of effective organizational structures.
- Aligning strategy with structure.
- Diagnosing organizational performance issues.
- Understanding roles, responsibilities, and reporting relationships.



Day 2: Advanced Organizational Design Frameworks

- Modern organizational models Agile, Matrix, Networked, Hybrid.
- Business process analysis and workflow optimization.
- Designing teams to enhance collaboration and efficiency.
- Tools for structural mapping and redesign.
- Case studies showcasing successful organizational transformations.

Day 3: Introduction to Workforce Planning

- Workforce planning fundamentals and its strategic importance.
- Linking workforce planning to organizational strategy.
- Workforce analysis: internal supply, demographics, and turnover.
- Identifying critical roles and required competencies.
- Data sources and analytics essential for workforce insights.

Day 4: Strategic Workforce Planning Tools

- Forecasting workforce demand using qualitative and quantitative techniques.
- Skills gap analysis and capability assessments.
- Scenario planning and workforce risk analysis.
- Succession planning and talent pipeline development.
- Workforce optimization: redeployment, reskilling, and readiness for automation.

Day 5: Integration, Change Management & Implementation

- Integrating organizational design with workforce planning into one unified framework.
- Building a practical workforce planning model for your organization.
- Change management strategies for implementing organizational redesign.
- Monitoring progress and identifying early warning signals.
- Best practices for sustaining long-term organizational improvement.



Why Attend This Course: Wins & Losses!

- Master Organizational Design Fundamentals: Gain a deep understanding of how organizational design shapes performance, efficiency, and strategic alignment.
- Develop Strong Workforce Planning Capabilities: Learn how to connect people strategy with business strategy using modern workforce planning tools.
- Enhance Organizational Performance: Apply redesign techniques, process optimization methods, and role clarity tools to improve productivity and workflow efficiency.
- Build Future-Ready Structures: Design flexible and scalable structures that support digital transformation, innovation, and the future of work.
- Lead Organizational Change Effectively: Strengthen your ability to guide change initiatives, manage resistance, and ensure long-term adoption of new designs.
- Advance Your Leadership and HR Skills: Position yourself for senior roles in organizational design, workforce planning, HR strategy, and organizational development.

Conclusion

Organizational Design and Workforce Planning are no longer optional—they are strategic necessities for any organization seeking sustainable growth, agility, and competitiveness. This course provides a powerful blend of theory and application, enabling participants to understand how organizations function, how people drive performance, and how to design systems that support excellence.

By mastering these skills, you will be able to create organizational structures that respond quickly to change, develop workforce strategies that ensure the right talent at the right time, and lead impactful transformation initiatives across your organization.

