

Enhancing Manpower Planning & Training Management

Kigali (Rwanda)

6 - 10 January 2025

UK Training

PARTNER



Enhancing Manpower Planning & Training Management

Code: HR28 From: 6 - 10 January 2025 City: Kigali (Rwanda) Fees: 3300 Pound

Introduction

The course "Workforce Planning and Training Management" aims to equip participants with the theoretical and practical foundations for effective workforce planning and training management. The course focuses on providing participants with the necessary skills to develop effective workforce planning strategies and achieve the optimal balance between business needs and available human resources. Additionally, the course covers training management methods that ensure the development and enhancement of the required skills and competencies for employees.

Course Objectives of Improving Manpower Planning and Training Management

- Consider a number of strategic models for manpower planning
- Master and be able to use methods to explore predictive trends.
- Develop business techniques in order to manage the manpower planning process
- Plan and implement action plans for self and individuals/managers involved in the Manpower Planning process
- Relate all the above mentioned to managing the training function in an organization

Improving Manpower Planning and Training Management Course Outlines

Day 1

The dynamic role of manpower planning vis-à-vis Training Management

- Introductions, programmed, objectives, and ways of working
- HR models and how to satisfy potential future organizational structures
- The growing business importance of HR manpower planning HRMP
- The changing shape of organizations and work requirements - the effects on today's organization
- Trends - right-sizing; what's appropriate - use of decision-making tools and examples
- The four main areas of manpower planning - Strategic focus, Data and analysis, manpower planning, and people development including a case study

Day 2

The strategic focus on manpower planning from first principals

- The new HR strategic map

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) on it. The text 'UK Training PARTNER' is overlaid on the board.

UK Training
PARTNER

- How to use a strategic template - exercise and case study
- Measuring organizational maturity - a trigger for manpower planning activities - exercise
- Converting strategy into workable plans, the collection, and analysis of business data to trigger appropriate action
- Techniques for delivering on time and on budget

Day 3

Manpower, forecasting, trend analysis, and Training planning

- Understanding trends - examples and exercise
- Use of predictive software to support the supply of manpower
- How to measure relationships and understand results - exercises
- The need for using unit costs - exercise
- Individual measurements, exactly how competencies are structured
- Managing expectations and individual's needs
- Measuring and forecasting individual's performance using behavioral techniques

Day 4

Manpower supply - Business planning and manpower re-engineering

- Selecting the "right" principal for manpower supply
- Consider the three approaches to succession planning
- The use of pre-selection for key posts - the role of psychometric testing, emotional intelligence assessment centers, agreements, and visual development maps
- Business review - why manpower planning should be considered and where it has an impact
- Explore the linkages and interrelation with training

Day 5

Making the Manpower planning process fit together to maximize results

- The use of management tools and techniques to achieve maximum effect
- Why performance appraisals on their own don't work for selection into development pools
- Three approaches, talent pool, individual selection, and headhunting
- The cooperation needed in order to achieve the business benefits
- How the whole manpower planning process should "fit" together with HR & Training function

Blackbird Training Cities

Europe



Malaga (Spain)



Sarajevo (Bosnia and Herzegovina)



Oporto (Portugal)



Glasgow (Scotland)



Edinburgh (UK)



Oslo (Norway)



Annecy (France)



Bordeaux (France)



Copenhagen (Denmark)



Birmingham (UK)



Lyon (France)



Moscow (Russia)



Stockholm (Sweden)
(Netherlands)



Podgorica (Montenegro)



Batumi (Georgia)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



Barcelona (Spain)



Munich (Germany)



Geneva (Switzerland)



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich (Switzerland)



Manchester (UK)



Milan (Italy)



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)

Africa



Baku (Azerbaijan)
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney (Australia)



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City (Kuwait)



Pulau Ujong (Singapore)



Jakarta (Indonesia)



Amman (Jordan)



Beirut (Lebanon)

UK Training
PARTNER

Blackbird Training Cities

Asia



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)



Blackbird Training Clients



UK Training
PARTNER

Blackbird Training Categories

Management & Admin

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

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 Training
PARTNER

