

Enhancing Manpower Planning & Training Management

Istanbul (Turkey)

8 - 12 December 2024

UK Training

PARTNER

Enhancing Manpower Planning & Training Management

Code: HR28 From: 8 - 12 December 2024 City: Istanbul (Turkey) Fees: 3900 Pound

Introduction

Manpower Planning is now a critical factor in the longer-term ability of International businesses to compete globally. It is now seen as a key business requirement, organizations must have a clear strategy, to support the Manpower Planning process, we will discuss a number of real-life strategies and approaches. Just like to verses of poetry, to make manpower planning more successful, you should team it up with training. The stronger the link the better the effect.

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
- How to use a strategic template - exercise and case study
- Measuring organizational maturity - a trigger for manpower planning activities - exercise

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) on it. The pieces are gold and silver. The board is white and black squares.

UK Training
PARTNER

- 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

izmir



Podgorica (Montenegro)



Stockholm (Sweden)



Lyon (France)



Copenhagen (Denmark)



Bordeaux (France)



Annecy (France)



Oslo (Norway)



Edinburgh (UK)



Glasgow (Scotland)



Malaga (Spain)



London (UK)



Istanbul (Turkey)



Amsterdam (Netherlands)



Düsseldorf (Germany)



Paris (France)



Barcelona (Spain)



Munich (Germany)



Geneva (Switzerland)



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Manchester (UK)



Milan (Italy)

USA & Canada



Los Angeles (USA)



Florida (USA)



Online



Boston (USA)



Washington (USA)



Miami(USA)



New York (USA)



Toronto (Canada)



Blackbird Training Cities

Asia



Baku (Azerbaijan)



Maldives (Maldives)



Manila (Philippines)



Bali (Indonesia)



Bangkok (Thailand)



Beijing (China)



Moscow (Russia)
(Malaysia)



Singapore (Singapore)



Sydney (Australia)



Tokyo (Japan)



Dubai (UAE)



Kuala Lumpur



Jakarta (Indonesia)

Africa



Kigali (Rwanda)



Cape Town (South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Marocco)



Nairobi (Kenya)



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 Refinement

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

 training@blackbird-training.com

 www.blackbird-training.com

UK Training
PARTNER

