Certified Organizational Design and Manpower Planning Professional

Madrid (Spain)

4 - 15 May 2026

UK Traininig
PARTNER

Certified Organizational Design and Manpower Planning Professional

Code: HR28 From: 4 - 15 May 2026 City: Madrid (Spain) Fees: 7400 Pound

Introduction

Welcome to the Certified Organizational Design and Manpower Planning Professional program, a comprehensive 10-day course designed to provide you with the essential knowledge and skills to master organizational design and manpower planning. This program will focus on enhancing your expertise in manpower planning, organizational design principles, and job evaluation techniques, ensuring that you are fully equipped to contribute to your organization's success. By the end of this course, you will be prepared to implement effective manpower planning processes and create an efficient organizational design plan that aligns with business goals.

Course Objectives

Upon completing this course, participants will be able to:

- Master Organizational Design: Gain a deep understanding of organizational design principles, various organizational design types, and the goal of organizational design, learning why organizational design is important for achieving efficiency and growth.
- Optimize Manpower Planning: Learn to apply the manpower planning process effectively, from forecasting workforce needs to implementation, and understand what is manpower planning and its benefits.
- Job Skills Analysis: Acquire the necessary skills to perform job skills analysis techniques to ensure that roles align with organizational needs and goals, and support the manpower planning definition.
- Job Evaluation Proficiency: Develop expertise in job evaluation methodologies to ensure fair compensation, enhance organizational effectiveness, and achieve a structured approach to organizational design.
- Implement Organizational Design: Understand how to craft a successful organizational design plan to meet strategic objectives and adapt to changing business needs.

Course Outlines

Day 1: Introduction to Organizational Design and Manpower Planning

- Overview of organizational design and its significance in driving performance.
- Definition of manpower planning and understanding its role in long-term success.
- Exploration of the trends in modern organizational design and how to adapt to changing business needs.

Day 2: Organizational Structures and Design

- Examination of different types of organizational design e.g., functional organizational design.
- Crafting an effective organizational design plan to meet strategic objectives.
- Responding to dynamic organizational needs with flexible design approaches.

Day 3: Manpower Planning Strategies

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- Learning the complete manpower planning process, from forecasting workforce needs to implementation.
- Key strategies for talent acquisition and retention that align with organizational design.
- Developing succession plans to ensure long-term organizational stability.

Day 4: Job Skills Analysis

- Understanding what is job skills analysis and its connection to manpower planning and organizational goals.
- Best practices for analyzing and defining job roles to match skill requirements and ensure alignment with manpower planning.

Day 5: Job Evaluation Techniques

- Principles of job evaluation and why they matter for equitable compensation.
- Overview of job evaluation methods, such as the Point Factor Method, and their application to ensure fairness.
- Enhancing organizational effectiveness through sound job evaluations.

Day 6: Change Management in Organizational Design

- Effectively managing change within the framework of organizational design.
- Techniques for successfully communicating organizational changes and supporting employees during transitions.

Day 7: Technology in Organizational Design and Manpower Planning

- Leveraging technology for effective manpower planning and organizational design.
- Data-driven decision-making tools that boost efficiency in workforce planning and structural design.
- Exploring modern software and platforms that assist in organizational design planning.

Day 8: Legal and Ethical Considerations

- Understanding the legal aspects of manpower planning and how to remain compliant.
- Ethical considerations in job skills analysis and ensuring fair representation in job evaluations.
- Creating equitable compensation structures that reflect both legal and ethical standards.

Day 9: Case Studies and Best Practices

- Real-world case studies on organizational design and manpower planning, highlighting industry best practices.
- Applying these lessons to tailor strategies for participants' organizations.

Day 10: Certification and Capstone Project

- Completing a capstone project to demonstrate mastery of organizational design and manpower planning principles.
- The program concludes with a certification examination, awarding participants the title of Certified Organizational Design and Manpower Planning Professional.

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Why Attend This Course: Wins & Losses!

- Master Organizational Design: This course will provide you with the expertise to understand what is organizational design, the principles of organizational design, and the importance of organizational design in boosting efficiency and achieving growth.
- Gain Proficiency in Manpower Planning: Learn how to apply the manpower planning process effectively, ensuring the right number of skilled workers are available to meet organizational needs.
- Enhance Job Evaluation Skills: Develop the skills necessary for performing fair job evaluations that align with organizational design, ensuring proper compensation and improving employee satisfaction.
- Create Flexible and Effective Organizations: Learn to design adaptable and responsive organizational designs that meet strategic goals while ensuring long-term sustainability.
- Practical Application of Skills: With real-world case studies and a capstone project, you'll be able to apply manpower planning and organizational design principles directly to your organization, ensuring lasting impact.

Conclusion

The Certified Organizational Design and Manpower Planning Professional course equips participants with the expertise to implement effective manpower planning processes and organizational design strategies. You will gain a solid understanding of organizational design principles, including functional organizational design and various organizational design types, and master essential skills like job evaluation and job skills analysis. By the end of the course, you will be able to create adaptable, high-performing organizations aligned with business goals.

Take the first step towards mastering manpower planning and organizational design by joining this transformative program!

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