

Certified Organizational Design and Manpower Planning  
Professional

*Rome (Italy)*

*16 - 27 June 2025*

UK Training

**PARTNER**

# Certified Organizational Design and Manpower Planning Professional

Code: HR28 From: 16 - 27 June 2025 City: Rome (Italy) Fees: 7500 Pound

## Introduction

The "Certified Organizational Design and Manpower Planning Professional" is a 10-day comprehensive program that equips participants with the knowledge and skills necessary to excel in the field of organizational design and manpower planning. This course covers a broad spectrum of topics, including job skills analysis and job evaluation, to ensure participants are well-prepared to drive organizational excellence and productivity.

## Objectives

- Master Organizational Design: Provide participants with a deep understanding of effective organizational design principles, structures, and strategies.
- Optimize Manpower Planning: Equip participants with the skills to strategically plan, acquire, develop, and manage the workforce.
- Job Skills Analysis: Delve into job skills analysis techniques to ensure job roles match skill requirements and organizational needs.
- Job Evaluation Proficiency: Develop expertise in job evaluation methodologies to ensure equitable compensation and organizational effectiveness.

## Course Outline:

### Day 1

#### Introduction to Organizational Design and Manpower Planning

- Principles of Organizational Design
- Importance of Effective Manpower Planning
- Trends in Modern Organizational Design

### Day 2

#### Organizational Structures and Design

- Types of Organizational Structures
- Organizational Design Strategies
- Adapting to Changing Organizational Needs

### Day 3

#### Manpower Planning Strategies

- Forecasting Workforce Needs
- Talent Acquisition and Retention

UK Training

**PARTNER**



- Succession Planning

#### Day 4

##### Job Skills Analysis

- Understanding Job Skills Analysis
- Techniques for Analyzing Job Roles
- Aligning Job Skills with Organizational Goals

#### Day 5

##### Job Evaluation Techniques

- Principles of Job Evaluation
- Job Evaluation Methods e.g., Point Factor Method
- Ensuring Equity in Job Compensation

#### Day 6

##### Change Management in Organizational Design

- Managing Organizational Change
- Communicating Organizational Changes
- Employee Transition Support

#### Day 7

##### Technology in Organizational Design and Manpower Planning

- Leveraging Technology for Effective Planning
- Data-Driven Decision-Making
- Modern Tools for Organizational Design and Manpower Planning

#### Day 8

##### Legal and Ethical Considerations

- Legal Aspects of Manpower Planning
- Ethical Considerations in Job Skills Analysis
- Ensuring Fair Compensation and Representation

#### Day 9

##### Case Studies and Best Practices

- Real-World Organizational Design and Manpower Planning Cases
- Learning from Industry Best Practices
- Applying Lessons to Participants' Organizations

UK Training

**PARTNER**



Day 10

Certification and Capstone Project

- Capstone Project: Apply the Knowledge Gained
- Certification Examination
- Awarding of Certified Organizational Design and Manpower Planning Professional Certification

UK Training  
**PARTNER**



## Blackbird Training Cities

### Europe



Zurich (Switzerland )



Stockholm (Sweden)



Lyon (France)



Copenhagen (Denmark)



Bordeaux (France)



Annecy (France)



Oslo (Norway)



Edinburgh (UK)



Glasgow (Scotland )



Malaga (Spain)



London (UK)



Istanbul (Turkey)



Amsterdam (Netherlands)  
(Switzerland)



Düsseldorf (Germany)



Paris (France)



Barcelona (Spain)



Munich (Germany)



Geneva



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)

UK Training  
**PARTNER**

## 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](mailto:training@blackbird-training.com)



[www.blackbird-training.com](http://www.blackbird-training.com)

UK Training

**PARTNER**

