BLACKBIRD FOR TRAINING

Workforce Planning and Analytic

21 – 25 December 2026
Munich (Germany)



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Introduction

In a rapidly evolving business environment, workforce planning and workforce analytics have become indispensable tools for aligning human capital with strategic goals. This course provides HR professionals and organizational leaders with a comprehensive understanding of how to leverage data-driven decision-making in strategic HRM.

Focusing on the UAE labor market and national goals, participants will learn how to analyze workforce data, predict future needs, and align workforce strategies with the dynamic demands of modern organizations. This training also emphasizes the integration of Emiratization and localization policies in the overall workforce planning process.

Course Objectives

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

- Identify and forecast current and future workforce needs using advanced workforce analytics tools.
- Use workforce data to support strategic HRM and improve business outcomes.
- Analyze internal workforce capabilities and external UAE labor market trends to inform decision-making.
- Plan for talent gaps, optimize workforce deployment, and control costs.
- Develop effective talent acquisition and succession planning strategies.
- Align workforce strategies with organizational goals and UAE's national priorities, including Emiratization.
- Communicate workforce insights clearly and effectively to senior leaders and stakeholders.

Course Outlines

Day 1: Foundations of Workforce Planning and Analytics

- Introduction to workforce planning concepts and its strategic importance.
- Role of workforce analytics in driving strategic HRM.
- Key metrics and terminologies in workforce analytics.
- Aligning workforce planning with organizational strategy.
- Overview of the UAE labor market and national workforce goals.



Day 2: Workforce Data and Analytical Tools

- Identifying and collecting relevant workforce data for analysis.
- Introduction to analytical tools Excel, Power BI, and more.
- Forecasting techniques for effective workforce planning.
- Data cleaning and validation for reliable insights.
- Case study: Building a workforce dashboard to support decision-making.

Day 3: Talent Demand, Supply, and Gap Analysis

- Forecasting future talent demand using scenario-based approaches.
- Modeling workforce supply and assessing internal capabilities.
- Conducting talent gap analyses to identify shortages and surpluses.
- Scenario planning and workforce simulation for agility.
- Strategies for optimizing workforce deployment and controlling costs.

Day 4: Strategic Talent Management and Succession Planning

- Designing talent acquisition strategies that align with workforce forecasts.
- Segmenting the workforce and prioritizing critical roles.
- Exploring succession planning models and tools.
- Integrating workforce planning into the talent management lifecycle.
- Aligning HR strategy with UAE Emiratization and localization policies.

Day 5: Communicating Insights and Driving Action

- Data visualization and storytelling for impactful communication.
- Presenting workforce insights effectively to senior leadership.
- Building a business case for workforce investments and initiatives.
- Monitoring, reporting, and ensuring continuous improvement.
- Capstone exercise: Developing a comprehensive workforce strategy action plan.

Why Attend this Course: Wins & Losses!

- Build confidence in data-driven decision-making and strategic workforce planning.
- Learn practical skills in workforce analytics to forecast and manage talent effectively.
- Understand how to align workforce strategies with UAE labor market trends and national policies.
- Develop advanced talent management and succession planning strategies.
- Master the use of workforce data and analytics tools to support leadership decisions.
- Contribute directly to your organization’s ability to thrive in a competitive, rapidly changing market.



Conclusion

Workforce Planning and Analytics is no longer a luxury—it's a strategic necessity for HR professionals and organizational leaders. This course empowers you with the knowledge and skills to analyze and forecast workforce needs, align HR strategies with UAE labor market goals, and support Emiratization initiatives.

By integrating workforce analytics into your decision-making process, you'll become a key player in driving organizational agility, talent optimization, and long-term sustainability. Take the next step in your career and equip yourself with the practical tools to elevate your HR practice and achieve measurable business impact.

