

Workforce Planning and Analytic

Bordeaux (France)

9 - 13 February 2026

UK Traininig

PARTNER



Workforce Planning and Analytic

Code: HR28 From: 9 - 13 February 2026 City: Bordeaux (France) Fees: 4400 Pound

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

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

UK Training
PARTNER

- 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.

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

UK Training
PARTNER

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)



Podgorica (Montenegro)



Batumi (Georgia)



Salzburg (Austria)



Florence (Italy)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



Athens (Greece)



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)

ASIA



Baku (Azerbaijan)
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Melbourne (Australia)
(Kuwait)



Phuket (Thailand)



Shanghai (China)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City



Seoul (South Korea)



Pulau Ujong (Singapore)



Irbid (Jordan)



Jakarta (Indonesia)



Amman (Jordan)



Beirut

UK Training
PARTNER

Blackbird Training Cities

AFRICA



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

 MANNAI CORPORATION MANNAI Trading Company WLL, Qatar	 GAC UNE FILIALE D' EGA Alumina Corporation Guinea	 Booking.com Booking.com Netherlands	 OXFAM Oxfam GB International Organization, Yemen	 Capital Markets Authority Kuwait
 Waltersmith Waltersmith Petroman Oil Limited Nigeria	 QNB Qatar National Bank (QNB), Qatar	 Qatar Foundation Qatar	 AFRICAN UNION ADVISORY BOARD ON CORRUPTION Tanzania	 KFAS KFS Kuwait
 Reserve Bank of Malawi Malawi	 Central Bank of Nigeria Nigeria	 Ministry of Interior Kingdom of Saudi Arabia KSA	 Mabruk Oil Company Libya	 Saudi Electricity Company KSA
 BPKH Badan Pengelola Keuangan Haji BADAN PENGELOLA KEUANGAN Haji, Indonesia	 NATO Italy	 ENI ENI CORPORATE UNIVERSITY, Italy	 GULF BANK Gulf Bank Kuwait	 General Organization for Social Insurance KSA
 Defence Space Administration Nigeria	 National Industries Group (Holding) Kuwait	 Hamad Medical Corporation Qatar	 USAID Pakistan	 STC STC Solutions, KSA
 North Oil Company North Oil company,	 EKO Electricity EKO Electricity	 OMAN BROADBAND Oman Broadband	 UNITED NATIONS UN.	 Authority for Electricity Regulation, Oman Authority for

UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Entertainment & Leisure
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

Artificial Intelligence (AI)
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

