

Master Organizational Design & Workforce Planning Skills

Toronto (Canada)

16 - 20 November 2026

UK Training

PARTNER



Master Organizational Design & Workforce Planning Skills

Code: HR32 From: 16 - 20 November 2026 City: Toronto (Canada) Fees: 5900 Pound

Introduction

In a rapidly evolving business world, organizations must adapt their structures, operations, and workforce strategies to remain competitive and future-ready. This intensive five-day program is designed to help participants master the essential capabilities of Organizational Design and Workforce Planning, two of the most critical functions shaping modern, agile, and high-performing organizations.

The course combines strategic models, analytical tools, practical applications, and real-world case studies. Participants will develop the ability to diagnose organizational challenges, redesign structures, forecast talent needs, address skill gaps, and align the workforce with long-term business objectives. With the rise of digital transformation, new business models, and future-of-work trends, mastering organizational design principles and strategic workforce planning has become more important than ever.

Whether you are an HR professional, organizational development specialist, manager, or leader, this course will equip you with the skills and frameworks needed to build scalable, efficient, and resilient organizations.

Course Objectives

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

- Understand core frameworks, models, and principles of Organizational Design.
- Analyze organizational structures and identify opportunities for redesign and improvement.
- Develop strategic Workforce Planning approaches aligned with business goals.
- Use data-driven forecasting tools to identify workforce needs and future skill gaps.
- Apply practical methods to optimize organizational performance, roles, processes, and workflows.
- Manage organizational change to ensure successful implementation of redesign initiatives.
- Build agile, scalable organizational structures suitable for digital transformation and future-of-work demands.

Course Outlines

Day 1: Fundamentals of Organizational Design

- Principles and evolution of organizational design.
- Core elements of effective organizational structures.
- Aligning strategy with structure.
- Diagnosing organizational performance issues.
- Understanding roles, responsibilities, and reporting relationships.

Day 2: Advanced Organizational Design Frameworks

- Modern organizational models Agile, Matrix, Networked, Hybrid.

The logo for UK Training Partner features the words 'UK Training' in a smaller font above the word 'PARTNER' in a large, bold, sans-serif font. The background of the logo is a stylized chessboard with several chess pieces (a king, a queen, and a pawn) in the foreground.

- Business process analysis and workflow optimization.
- Designing teams to enhance collaboration and efficiency.
- Tools for structural mapping and redesign.
- Case studies showcasing successful organizational transformations.

Day 3: Introduction to Workforce Planning

- Workforce planning fundamentals and its strategic importance.
- Linking workforce planning to organizational strategy.
- Workforce analysis: internal supply, demographics, and turnover.
- Identifying critical roles and required competencies.
- Data sources and analytics essential for workforce insights.

Day 4: Strategic Workforce Planning Tools

- Forecasting workforce demand using qualitative and quantitative techniques.
- Skills gap analysis and capability assessments.
- Scenario planning and workforce risk analysis.
- Succession planning and talent pipeline development.
- Workforce optimization: redeployment, reskilling, and readiness for automation.

Day 5: Integration, Change Management & Implementation

- Integrating organizational design with workforce planning into one unified framework.
- Building a practical workforce planning model for your organization.
- Change management strategies for implementing organizational redesign.
- Monitoring progress and identifying early warning signals.
- Best practices for sustaining long-term organizational improvement.

Why Attend This Course: Wins & Losses!

- Master Organizational Design Fundamentals: Gain a deep understanding of how organizational design shapes performance, efficiency, and strategic alignment.
- Develop Strong Workforce Planning Capabilities: Learn how to connect people strategy with business strategy using modern workforce planning tools.
- Enhance Organizational Performance: Apply redesign techniques, process optimization methods, and role clarity tools to improve productivity and workflow efficiency.
- Build Future-Ready Structures: Design flexible and scalable structures that support digital transformation, innovation, and the future of work.
- Lead Organizational Change Effectively: Strengthen your ability to guide change initiatives, manage resistance, and ensure long-term adoption of new designs.
- Advance Your Leadership and HR Skills: Position yourself for senior roles in organizational design, workforce planning, HR strategy, and organizational development.

Conclusion

Organizational Design and Workforce Planning are no longer optional—they are strategic necessities for any organization seeking sustainable growth, agility, and competitiveness. This course provides a powerful blend of theory and application, enabling participants to understand how organizations function, how people drive

A graphic of a chessboard with several chess pieces (pawns, knights, and a king) on it. The text 'UK Training PARTNER' is overlaid on the board.

UK Training
PARTNER



performance, and how to design systems that support excellence.

By mastering these skills, you will be able to create organizational structures that respond quickly to change, develop workforce strategies that ensure the right talent at the right time, and lead impactful transformation initiatives across your organization.

UK Training
PARTNER

Head Office: +44 7480 775 526
Email: Sales@blackbird-training.com
Website: www.blackbird-training.com



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)
Sustainability, ESG & Corporate Responsibility
Advanced 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