BLACKBIRD FOR TRAINING

Strategic Human Resource Management and Workforce Planning

21 – 25 June 2027
Kigali (Rwanda)



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Introduction

The Strategic Human Resource Management and Workforce Planning course focuses on how organizations can align their people strategy with business direction, operational needs, and future growth requirements. Human resource management is no longer limited to administrative processes. It now plays a central role in workforce readiness, talent decisions, capability development, succession planning, and organizational performance.

This course provides a practical and connected understanding of strategic human resource management and workforce planning. It starts with understanding the role of human resources in business strategy, then moves into workforce analysis, demand and supply forecasting, skills gap identification, talent planning, and the development of workforce plans that support organizational objectives.

The course is structured over one week in a logical sequence. It begins with the foundations of strategic human resource management, then moves into workforce analysis and planning, forecasting and gap assessment, talent and succession planning, and finally implementation, measurement, and continuous improvement. The content is aligned with the provided topic: Strategic Human Resource Management and Workforce Planning.

Course Objectives

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

- Understand the strategic role of human resource management in supporting business goals.
- Link workforce planning with organizational strategy and operational priorities.
- Analyze current workforce structure, capacity, skills, and performance needs.
- Identify workforce gaps related to roles, capabilities, numbers, and future demand.
- Apply practical tools for workforce demand and supply forecasting.
- Develop workforce plans that address recruitment, development, retention, and succession.
- Align talent management practices with long-term organizational needs.
- Support better decision-making through workforce data and performance indicators.
- Manage workforce risks linked to turnover, skill shortages, and critical roles.
- Build practical action plans for improving workforce readiness and productivity.
- Measure the effectiveness of workforce planning initiatives.
- Support continuous improvement in human resource strategy and workforce performance.



Course Outlines

Day 1: Foundations of Strategic Human Resource Management.

- The role of human resources in organizational strategy.
- The difference between operational and strategic human resource management.
- Linking people strategy with business goals.
- Understanding workforce challenges in changing business environments.
- Key drivers affecting workforce planning and talent decisions.
- Roles of leadership, human resources, and line managers in workforce strategy.

Day 2: Workforce Analysis and Current State Assessment.

- Analyzing workforce structure and distribution.
- Reviewing roles, functions, skills, and workforce capacity.
- Identifying critical positions and key workforce dependencies.
- Assessing productivity, turnover, and workforce stability.
- Using workforce data to support planning decisions.
- Practical application of preparing a workforce profile.

Day 3: Forecasting Workforce Needs and Identifying Gaps.

- Understanding workforce demand forecasting.
- Estimating future workforce requirements based on business plans.
- Analyzing internal workforce supply and available capabilities.
- Identifying gaps in skills, numbers, roles, and leadership readiness.
- Building workforce planning scenarios.
- Practical application on workforce gap analysis.

Day 4: Talent, Succession, and Workforce Action Planning.

- Connecting workforce planning with talent management.
- Designing recruitment and development actions based on workforce gaps.
- Planning for critical roles and succession needs.
- Building retention strategies for key employees.
- Aligning learning and development with future capability needs.
- Practical application of developing a workforce action plan.



Day 5: Implementation, Measurement, and Continuous Improvement.

- Implementing workforce plans across departments.
- Defining responsibilities, timelines, and required resources.
- Measuring workforce planning effectiveness through indicators.
- Reviewing progress and adjusting plans based on business changes.
- Managing risks related to workforce shortages and capability gaps.
- Integrated application connecting strategy, workforce analysis, planning, implementation, and measurement.

Why Attend this Course: Wins & Losses!

- Improve the ability to connect human resource strategy with organizational goals.
- Build a structured approach to workforce planning.
- Strengthen workforce analysis and decision-making using clear data.
- Identify current and future workforce gaps more accurately.
- Improve planning for recruitment, development, retention, and succession.
- Reduce workforce risks related to turnover and skill shortages.
- Support better coordination between human resources and business departments.
- Improve readiness for organizational growth, restructuring, or change.
- Strengthen talent planning for critical and leadership roles.
- Improve the use of workforce indicators in monitoring performance.
- Support more efficient allocation of people, skills, and resources.
- Build practical workforce plans that can be implemented and reviewed.

Conclusion

The Strategic Human Resource Management and Workforce Planning course provides a practical framework for connecting people strategy with business needs. It covers the main stages of workforce planning, starting with understanding the strategic role of human resources, then analyzing the current workforce, forecasting future needs, identifying gaps, and developing action plans that support performance and continuity.

The program follows a clear sequence. It begins with the foundations of strategic human resource management, then moves into workforce analysis and current state assessment. It then focuses on forecasting, gap analysis, talent planning, and succession. The final day addresses implementation, measurement, risk management, and continuous improvement.

By the end of the course, participants will have a practical understanding of how to move workforce planning from a reactive staffing activity to a structured strategic process. The course helps improve workforce readiness, reduce skill gaps, support leadership continuity, and strengthen the organization's ability to align people, roles, and capabilities with future business requirements.

