HR Strategy and Training

Smart Recruitment Strategies Masterclass

Course Introduction

Attend this Strategic Workforce Planning Masterclass and get a grip with a new fully integrated approach to strategic workforce planning drawing in all the different facets to this business-critical process. Not only does it explore the core components to workforce planning, this masterclass also shows how to move the approach from backroom black box operations to gaining a place in the organization's strategic development process. Furthermore, this top-level approach will then inform the organization's resourcing, talent management and talent development strategies.

This Human Resource Management Masterclass on Strategic Workforce Planning aims to show you how to move from traditional manpower planning to modern strategic workforce planning, raising your profile and the effectiveness of the process.

Target Audience

- Recruiters & Talent Acquisition Specialists

- HR Managers & HR Business Partners

- Workforce Planning & Resourcing Specialists

- Department Heads & Team Leaders responsible for hiring

- Business Owners & Entrepreneurs managing recruitment

- Operations & Project Managers needing hiring strategies

Learning Objectives

At the end of the training course, participants will be able to

- Apply appropriate workforce planning tools and techniques to your business strategy
- Review your own practices and make appropriate changes
- Think both strategically and tactically to enable effective workforce planning
- Understand the core HR components of modern workforce planning to ensure alignment
- Overcome challenges to effective workforce planning and build on enablers
- Apply good ideas from colleagues from other organisations

Course Outline

- **01 Day One**

  The Context for, and Modern Approach to Strategic Workforce Planning

  - The Current Position with Workforce Planning
  - Why strategic workforce planning is needed?
  - Case Study Highlighting the Core Features of Effective Workforce Planning
  - Leading Principles in Workforce Planning
  - Understanding What your Business Strategy Means in Practice for Strategic Workforce Planning
  - Identifying Strategic Roles in the Organisation

- **02 Day Two**

  Understanding and Dealing with the Challenges of Workforce Segmentation

  - Understanding and Managing the Implications of Strategic Roles
  - Segmenting the Workforce
  - Managing the Implications of Segmentation
  - The Need for Data as the Basis for Informed Decision-making

- **03 Day Three**

Implementing Integrated Workforce Planning

- ◦ Best Practice vs. Bespoke Solutions
- ◦ Assessing the Current Position
- ◦ Identifying Alternative Strategies – using scenario planning
- ◦ Agreeing What the Future Organization Requires
- ◦ Understanding the Range of Resourcing Options

• **04 Day Four**

Bridging the Gap

- ◦ Challenges and Enablers for Effective Workforce Planning
- ◦ Review of Contemporary Learning by Organisations in Implementing Strategic Workforce Planning
- ◦ Applying the 6B Model to Realise Organizational Strategy
- ◦ Reasons Why Strategic Workforce Planning Fails
- ◦ Introducing Strategic Workforce Planning is an Exercise in Change Management

• **05 Day Five**

Bringing all the Aspects of Strategic Workplace Planning Together

- ◦ Translating the Theory to Practice - Action Learning Set(s) – facilitator - led session sharing challenges and suggesting solutions
- ◦ Creating a Collaborative Cross-functional Approach to Workforce Planning
- ◦ Summary of Key Messages from Effective Workforce Planning Practices
- ◦ Summary of Key Learnings from Delegates during the Week
- ◦ Action Planning

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
May 11, 2025	May 15, 2025	5 days	4250.00 $	KSA - Riyadh
May 26, 2025	May 30, 2025	5 days	4250.00 $	UAE - Abu Dhabi
June 22, 2025	June 26, 2025	5 days	2150.00 $	Virtual - Online

FROM	TO	DURATION	FEES	LOCATION
Sept. 15, 2025	Sept. 19, 2025	5 days	4250.00 $	UAE - Abu Dhabi
Sept. 28, 2025	Oct. 2, 2025	5 days	4250.00 $	KSA - Riyadh
Dec. 29, 2025	Jan. 2, 2026	5 days	4950.00 $	Indonsia - Jakarta
May 26, 2025	May 30, 2025	5 days	4250.00 $	UAE - Dubai