
Strategic workforce planning

Gain competitive advantage by upskilling on CIPD's new workforce planning programmes which will provide you with strategies, tools and techniques to build an effective workforce strategy.

CIPD Workshops are available as open programmes or on an in-house basis.

- One day Introduction to workforce planning

Introduction to workforce planning

Gain competitive advantage by understanding workforce planning strategies and tools to make evidence-based justifications for resourcing and highlight areas your organisation needs to address.

This one day programme is designed to help you understand and interpret the key principles of workforce planning, from concept to actionable workforce planning. Become more agile and purposeful in a world of change, changing job roles and different working arrangements.

This course is part of a pair of Workforce Planning courses which will give you a complete understanding of workforce planning from introduction to advanced strategic know-how competitive advantage using workforce planning strategies, interactive tools and techniques to run analyses of your workforce strategy.

Overview

Workforce planning is a business process to align changing business and people strategies. It needs to be evidenced-based using analytical tools to provide key leaders with the insights to make informed decisions on how to ensure the right people have the right skills at the right time in the right place at the right cost. It provides a baseline to build a sustainable process to compliment corporate business plans and one which allows both interactive modelling of scenarios.

This one-day course highlights why workforce planning is vital to any organisation. It creates a link between strategic goals and effective execution, and enables you to make evidence-based justifications for resourcing as well as highlighting areas your organisation needs to address.

You'll learn how to answer questions such as:

- where is the 'organisational fat'? What's the real number of people we need to deliver on our goals and objectives?
- who are my top talents?
- where are the critical roles within my organisation?
- how are we addressing our diversity and inclusion targets?
- what is our true capability? Where do we need to upskills, re-deploy, hire or use contingent labour?

Who is it for?

This training course is suitable for HR professionals and managers who want to introduce people analytics into their role. You could be a Senior Advisor, Business Partner, Generalist or Specialist or have line management responsibility for teams in your organisation. You may want to increase your ability to drive business results and deliver value-added services and be looking to build your knowledge, skills and confidence around workforce planning.

Learning objectives

By the end of this one-day course you'll be able to:

- create linkages between business and people strategies
- obtain the buy-in from key influencers
- apply the basics of workforce planning
- create agility to enhance a flexible organisation
- make links and integrate solutions within HR interventions
- prepare for take-away action planning.

Workshop details

Creating linkage between business and people strategies

- Exploring key concepts to anticipate and respond rapidly to change
- HR agility
- Clarity in a world of change
- Changing job roles and adapting to different working arrangements.

Obtaining the buy-In

- Proposals and solutions for evidenced-based and pragmatic solutions
- From concept to actionable workforce planning
- Gaining buy-in from key influencers to deliver business value.

Basics of workforce planning

- Interactive workforce strategy – changing dynamics of labour demand and supply
- Understanding areas which you have control and areas where you don't
- Mitigating risk – likely attrition, difficulty to recruit, cost-benefit analysis of development.

The flexible organisation

- Best practice research/case studies into how organisations are dealing with disruption
- Organisation structures blending with external partners
- Pinpoint critical or key roles and their future digital needs.

Linkage and integration of HR interventions

- People analytics
- Workforce planning links to organisation design and effectiveness
- Workforce rightsizing
- Spotting potential
- Succession planning.

Preparation for take-away exercises

- Templates and guidance notes to apply the techniques in your own organisation.