HR Management · HR371

Strategic Workforce Planning

Madrid · 23 - 27 Nov 2026

Date	Venue	Duration
23 - 27 Nov 2026	**Madrid**	**1 Week**
Fee	Ref	Language
£5,000 GBP	**HR371**	**English**

Introduction

In today’s rapidly changing business environment, organizations must anticipate and respond effectively to shifts in talent needs. Strategic Workforce Planning (SWP) provides a structured approach to ensure that the right people, with the right skills, are in the right roles at the right time. This program equips HR professionals, planners, and leaders with the frameworks, tools, and analytical methods necessary to design and implement effective workforce strategies that drive long-term organizational success.

Course Objectives of Strategic Workforce Planning

At the end of this program participants will be qualified to:

- Understand the principles and strategic importance of workforce planning.
- Analyze internal and external factors impacting workforce supply and demand.
- Develop effective forecasting models to identify future talent gaps.
- Align workforce plans with business strategy and organizational goals.
- Implement workforce analytics and data-driven decision-making.
- Design practical action plans for workforce optimization and agility.

Course Methodology of Strategic Workforce Planning

- Lectures and Expert Insights: Leading industry experts will share their insights and best practices.
- Case Studies: Analyze real-world talent acquisition challenges and solutions.
- Group Discussions: Engage in meaningful discussions and share experiences with peers.
- Role-Playing and Simulations: Practice recruitment scenarios to enhance skills.
- Hands-on Workshops: Gain practical experience in using recruitment tools and techniques.

Organizational Impact of Strategic Workforce Planning

- Improve workforce alignment with strategic goals.
- Reduce talent shortages and surpluses.
- Enhance succession and capability planning.

- Optimize labor costs through data-driven insights.
- Strengthen organizational resilience and adaptability.

Personal Impact of Strategic Workforce Planning

- Advanced understanding of workforce analytics and modeling.
- Strategic thinking and problem-solving skills in HR planning.
- Practical tools for forecasting, scenario planning, and risk mitigation.
- The confidence to lead workforce transformation initiatives.

Target Audience of Strategic Workforce Planning

- HR Directors, Managers, and Business Partners
- Workforce Planners and HR Analysts
- Strategic Planning and Organizational Development Professionals
- Line Managers involved in manpower and capacity planning

Course Outlines

DAY 1

The Foundations of Strategic Workforce Planning

- Understanding the concept and evolution of SWP
- Linking workforce planning to organizational strategy
- The workforce planning cycle: key phases and components
- Stakeholder roles and responsibilities in SWP
- Case Study: How leading organizations apply SWP effectively

Day 2

Workforce Demand Forecasting

- Business drivers that shape workforce needs
- Tools for analyzing current workforce capability
- Forecasting techniques: trend analysis, scenario modeling, regression methods
- Identifying future skill requirements and competency gaps
- Exercise: Building a demand forecast for a business unit

Day 3

Workforce Supply Analysis

- Assessing current and future workforce supply
- Turnover, mobility, and retirement analysis
- Internal and external labor market dynamics
- Identifying and managing critical roles
- Workforce segmentation for strategic decision-making

Day 4

Strategy Development and Action Planning

- Gap analysis: bridging supply and demand
- Developing workforce strategies (build, buy, borrow, retain)

- Succession planning and talent pipelines
- Integrating workforce planning with learning and development
- Change management and communication strategies

Day 5

Workforce Analytics, Technology & Future Trends

- HR data, metrics, and key performance indicators
- Leveraging HR analytics tools and dashboards
- Digital transformation in workforce planning
- Scenario-based workforce modeling and risk analysis
- The future of work: AI, automation, and new workforce paradigms
- Creating a strategic workforce plan

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