HR Management · HR58

Innovations in Workforce Planning & Organisational Development

Madrid · 28 Dec 2026 - 1 Jan 2027

Date	Venue	Duration
28 Dec 2026 - 1 Jan 2027	**Madrid**	**1 Week**
Fee	Ref	Language
£5,000 GBP	**HR58**	**English**

Introduction

Dramatic and significant developments can adequately summarise what this course has to offer. This innovative and enjoyable Human Resource Management training programme on Modifications in Workforce Planning, Organisational Development, Business Effectiveness, and Analysis, which is also related to HR Analytics, will focus on what's new, including the influence of artificial intelligence, and what will produce a high level of results in any organisation.
The most recent methods and case studies will demonstrate how to maximise your Human Resources and make your organisation more efficient.
The reasonable ROI after participating in this programme is substantial.
The knowledge and experiences gained will be applicable to any organisation.

This course will explain to you how to:

- Apply a strategic template to design New Workforce Planning goals and outcomes
- Know and be ready to plan arrangements in organisations utilising three templates
- Adopt a new set of methods that work and be ready to show the right extent of your organisation
- Utilise aim and association information to provide predictive forecasts
- Master the new methods and innovations in series planning, workflow plan, and Business Process Mapping

Course Objectives of Innovations in Workforce Planning & Organisational Development

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

- Congregate the key information to form a Strategic Workforce Plan
- Explain and be ready to do the organisational change design to forecast organisational change and when restructuring is suitable
- Explain, calculate and utilising new methods and be ready to dispense with those old methods that no longer add value
- Understand and be ready to choose from purpose models for the best organisation plan

- Use new methods for imminent forecasting utilising your existent data
- Designate and master the key new techniques for succession planning, emergency planning, productivity management, workflow methods, and Business Process Re-Engineering procedures

Course Methodology of Innovations in Workforce Planning & Organisational Development

This is a very useful and hands-on programme. Many of the methods and new focus of Workforce Management will be described using new case studies from Government, Shell, GOOGLE, Sysco, BMW, the financial market, and the oil industry.

Working in teams during the week will heighten your enjoyment of the programme.

Professional training devices will be possible to better aid your application of the methods taught including quick article wall charts which will complement a very thorough manual and fully worked illustrations.

This course on Innovations in Workforce Planning & Organisational Development offers a very high recovery on investment.

Organisational Impact of Innovations in Workforce Planning & Organisational Development

The ROI on this course on Reforms in Workforce Planning & Organisational Development will be delivered very shortly after participants return from this programme.

The advantages you can require include:

- The new method to workforce designing to add and show a moderate financial contribution to the organisation – each year
- Imminent information will enable organisations to design more effectively – the information provided will be better directed and easier to understand
- The new method of succession preparation will add a new level of trust to organisational continuity
- Knowing the financial involvement of lost time within whatever reason is an important factor in new workforce management

Personal Impact of Innovations in Workforce Planning & Organisational Development

- Master all the essential skills to gain mastery of New Workforce Planning
- You will be ready to give the value-added of what you do in financial terms – almost still of in HR
- Be a master of richness judgment and prediction
- Master the new arrivals to efficient and cost-effective series designing that will have an important positive influence on the organisation
- Many of the traditional formulas utilised by old model Manpower planning functions simply don’t work – those attending will be provided with the latest and most practical – thus saving important management time. All participants will be ready to have the skills and awareness to carry out the right sizing use if required

Target Audience of Innovations in Workforce Planning & Organisational Development

This training course on Innovations in Workforce Planning & Organisational Development is especially targeted for anyone engaged for organisational design, forecasting, or producing workforce-planning information.

This course will highly serve:

- HR Personnel
- Those liable for implementing Workforce Data
- Strategic Planners
- Succession Planners
- Organisational Development Professionals
- Department Heads
- Anyone involved in the measurement of the Human Resource
- Those involved in transforming HR into an advantage centre
- Graduates in management improvement programmes
- Personnel who are included in either workforce planning, HR Analytics, organisational design or planning or succession planning who wish to significantly upgrade their skills and awareness

Course Outlines of Innovations in Workforce Planning & Organisational Development

DAY 1

From Strategy to Organisational Design and Working Ratios

- Introductions and Our Programme Objectives
- The Key Difference between Manpower Planning and New Workforce Planning
- The Importance of a Strategic Approach in Workforce Planning
- The Use of the Organisational Maturity Tool - How to predict change
- The Critical Inputs of Workforce Planning
- How Organisations are Designed
- The Current Types of Organisational Design
- Innovations in Reporting Ratios – What the future holds including the impact of Artificial Intelligence (AI)?

DAY 2

Our Role in Organisational Productivity

- Collecting The Information
- Understanding The Ingredients – Competency and How to Measure It?
- Understanding and Measurement of Performance Information
- Reliability – What is it? How to Measure and Improve It?
- Measurement of Reliability – New Tools – Great Results
- The Value of Time and People - Essential Calculations and Information

DAY 3

Trends Correlations and Useful New Formulas

- What are Trends?
- Correlations
- Trend Information For Growth
- Trend Information For Contraction
- Formulas That Work – How to Calculate Accurate Turn Over and Cohort Analysis

DAY 4

Downsizing, Rightsizing & Workflow Management

- What is the Difference between Downsizing and Rightsizing?
- Techniques For Rightsizing
- Downsizing The Organisation
- Calculating the Value of Rightsizing
- Using Workflow Management to Improve Efficiency
- How much can you improve productivity?
- Making The Financial Case – What is the added value here?

DAY 5

The Workforce Planning Dashboard – Business Process Mapping, Succession, and Emergency Planning, A New Look at Pay and Rewards

- Understand The Value of Workforce Planning Dashboard
- Importance of Staff Satisfaction
- Why do we need Business Process Mapping?
- What it has to offer?
- How to Draw Business Process Maps & Calculate The Value of Improvement
- Emergency Planning –For People
- A New Approach to Critical Succession Planning - Transform Your Succession Planning Approach Using The New Approaches and Identify What’s Best For Your Organisation
- Techniques to Fit People into The Right Job –Latest Psychological Approaches
- Innovations in Pay and Rewards Using a Hopper System and Other New Approaches

Register or ask about this course online

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