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, organisations 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 programme 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 organisational success.

Course Objectives of Strategic Workforce Planning

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

- Understand the principles and strategic importance of workforce planning.
- Analyse 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 organisational goals.
- Implement workforce analytics and data-driven decision-making.
- Design practical action plans for workforce optimisation and agility.

Course Methodology of Strategic Workforce Planning

- Lectures and Expert Insights: Leading industry experts will share their insights and best practices.
- Case Studies: Analyse 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.

Organisational Impact of Strategic Workforce Planning

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

- Optimise labour costs through data-driven insights.
- Strengthen organisational resilience and adaptability.

Personal Impact of Strategic Workforce Planning

- Advanced understanding of workforce analytics and modelling.
- 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 Organisational 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 organisational strategy
- The workforce planning cycle: key phases and components
- Stakeholder roles and responsibilities in SWP
- Case Study: How leading organisations apply SWP effectively

Day 2

Workforce Demand Forecasting

- Business drivers that shape workforce needs
- Tools for analysing current workforce capability
- Forecasting techniques: trend analysis, scenario modelling, 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 labour 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 modelling and risk analysis
- The future of work: AI, automation, and new workforce paradigms
- Creating a strategic workforce plan

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