HR Management · HR349

Organisation Design, Workforce Planning & Talent Attraction

Paris · 21 - 25 Dec 2026

Date	Venue	Duration
21 - 25 Dec 2026	**Paris**	**1 Week**
Fee	Ref	Language
£5,150 GBP	**HR349**	**English**

Introduction

Organisations succeed when their structure, workforce planning, and talent acquisition strategies work seamlessly together. Business strategies often fail not because of poor vision, but because the right people are not in the right roles at the right time. This training programme provides a step-by-step, practical framework to align organisation design (OD), workforce planning (WP), and talent attraction (TA) into a single, integrated plan. By connecting business strategy to people needs, forecasting future talent requirements, and developing effective attraction strategies, participants will be equipped to design sustainable talent pipelines that ensure organisational success.

Course Objectives of Organisation Design, Workforce Planning & Talent Attraction

Upon completing this programme, participants will be able to:

- Translate business strategy into workforce and organisational design needs.
- Forecast future talent demands and identify skill gaps.
- Create flexible workforce plans that balance internal development and external hiring.
- Develop structures that improve efficiency, agility, and role clarity.
- Build effective talent attraction strategies aligned with organisational goals.
- Integrate OD, WP, and TA into one coherent plan with leadership buy-in.

Course Methodology of Organisation Design, Workforce Planning & Talent Attraction

- 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 Organisation Design, Workforce Planning & Talent Attraction

This training programme will have a positive impact on organisations by:

- Ensures alignment between business goals, organisational structure, and talent strategy.
- Reduces mismatches between workforce needs and available talent.
- Improves efficiency, role clarity, and speed of execution.
- Enhances the company’s ability to attract, hire, and retain critical talent.
- Strengthens leadership confidence in HR’s role as a strategic business partner.

Personal Impact of Organisation Design, Workforce Planning & Talent Attraction

Participants will experience personal growth and development, including:

- Enhances participants’ ability to design and implement integrated HR strategies.
- Builds expertise in workforce planning, organisation design, and recruitment alignment.
- Increases confidence in engaging leadership with data-driven insights.
- Provides practical tools to forecast, design, and deliver people strategies.
- Improves employability as a strategic HR/OD/Talent professional.

Who Should Attend

This training programme is ideal for:

- HR Directors and Managers
- Organisation Development (OD) Specialists
- Workforce Planning Analysts and Leaders
- Talent Acquisition Managers
- Business Partners and HR strategists supporting leadership teams

Course Outlines

Day 1

Connecting Business Strategy to People Needs

- Understanding the company’s strategic goals and their impact on roles.
- Mapping the current organisational structure.
- Identifying critical roles that directly drive business success.
- Evaluating talent market availability and associated costs.
  Output: A realistic organisational chart based on business needs and talent market insights.

Day 2

Planning for Future Talent Needs

- Forecasting headcount and skills needed in the next 1–3 years.
- Analysing internal talent supply, turnover rates, and emerging skill gaps.
- Determining which roles should be filled internally (training/development) vs. externally (hiring).
  Output: A workforce plan with clear hiring and development priorities.

Day 3

Designing Future Organisation & Talent Pipelines

- Redesigning teams, reporting lines, and decision-making flows for efficiency.
- Creating role-specific plans for sourcing or developing talent.
- Integrating talent pipelines: succession planning, graduate programmes, external sourcing.
  Output: A future-ready org structure and aligned talent pipeline plan.

Day 4

Building a Talent Attraction Strategy

- Developing an Employer Value Proposition (EVP) to attract top talent.
- Selecting sourcing channels: referrals, campus recruitment, agencies, digital platforms.
- Designing a positive candidate experience from job posting to onboarding.
- Setting measurable recruitment KPIs: time-to-hire, cost-per-hire, quality-of-hire.
  Output: A talent attraction playbook aligned with the workforce plan.

Day 5

Integration, Governance, and Leadership Buy-in

- Building a dashboard to track organisational health, workforce gaps, and TA performance.
- Establishing governance: ownership, decision rights, and review cadence.
- Presenting the integrated OD + WP + TA plan to leadership for endorsement.
- Group activity: Build a 90-day action plan to apply concepts in participants' organisations.
  Output: A final integrated strategy and practical implementation roadmap.

Register or ask about this course online

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