



aractech

Global Learning for Operational Leaders

HUMAN RESOURCES AND TRAINING | HRT-022

Workforce Planning and Organisational Strategy

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Course content

Why Attend

Course Introduction

In today's fast-paced and competitive business landscape, effectively aligning workforce capabilities with organizational objectives is key to long-term success. Workforce planning is no longer just about filling positions; it involves forecasting future talent needs, addressing skill gaps, and creating a resilient workforce that can meet both present and future challenges.

Course Methodology

Course Objectives

Target Audience

Course outline

Detailed course outline

Day-by-day outline for Workforce Planning and Organisational Strategy.

Day 1 - Fundamentals of Workforce Planning

- Introduction to Workforce Planning and Organisational Strategy
- The Importance of Workforce Planning in Today's Business Landscape
- Key Components of Workforce Planning: A Strategic Framework
- Understanding Workforce Trends and Challenges
- Workshop: Assessing Current Workforce Alignment with Organisational Goals

Day 2 - Aligning Workforce Planning with Organisational Strategy

- Linking Workforce Planning to Business Objectives
- Conducting Strategic Workforce Analysis: Identifying Gaps and Needs
- Key Drivers of Workforce Alignment: Competencies, Roles, and Resources
- Case Studies: Effective Workforce Planning in Successful Organisations
- Interactive Exercise: Developing Alignment Strategies

Day 3 - Data-Driven Workforce Planning and Forecasting

- Workforce Analytics: Tools and Techniques
- Using Data to Forecast Workforce Demand and Supply
- Scenario Planning and Risk Analysis in Workforce Planning
- Leveraging AI and Technology for Workforce Insights
- Practical Session: Building a Data-Driven Workforce Model

Course outline

Detailed course outline

Day-by-day outline for Workforce Planning and Organisational Strategy.

Day 4 - Talent Acquisition, Development, and Retention Strategies

- Addressing Talent Gaps through Targeted Recruitment Strategies
- Upskilling, Reskilling, and Employee Development Programs
- Building Succession Plans for Critical Roles
- Enhancing Employee Engagement and Retention Strategies
- Workshop: Designing a Talent Acquisition and Development Plan

Day 5 - Implementation, Monitoring, and Evaluation of Workforce Plans

- Turning Strategy into Action: Building an Effective Workforce Plan
- KPIs and Metrics for Monitoring Workforce Planning Success
- Continuous Improvement: Adapting to Organisational and Market Change
- Action Planning: Creating a Tailored Workforce Strategy for Your Organisation
- Closing Discussion and Feedback

Seminar dates

Available seminar dates

Live dates and pricing for Workforce Planning and Organisational Strategy generated from the course details page.

Date	Location	Format	Fee
22 - 26 June 2026	Paris	Classroom	€3,150
13 - 17 July 2026	Frankfurt	Classroom	€2,275
17 - 21 August 2026	Barcelona	Classroom	€2,695
21 - 25 September 2026	Frankfurt	Classroom	€2,275
19 - 23 October 2026	Rome	Classroom	€2,975
2 - 6 November 2026	Kuala Lumpur	Classroom	€1,575
21 - 25 December 2026	Barcelona	Classroom	€2,695

Live online option

Online delivery is available at €1,250.