



PROJACS ACADEMY  
by @egis



# Strategic Workforce Planning

التخطيط الاستراتيجي للقوى العاملة

04 – 08 December 2023

Dubai, UAE

## Introduction

In an economy driven by innovation and constant change, strategic workforce planning cannot be wholly delegated to HR. Disruptive change is likely to first impact the organization at the divisional or unit level, and operating leaders must be able to respond with local workforce planning to execute effectively. As a result, strategic workforce planning is now an important competency for all business leaders.

Strategic Workforce Planning Program prepares high-potential and high-performing HR and business leaders to identify critical roles and competencies, develop organizational agility and align workforce planning with integrated human capital and business strategy.

## Objectives

### As a result of this course, attendees will be able to:

- Identify and execute against specific workforce, management, and leadership gaps.
- Adapt to global and local labor trends.
- Imagine and prepare for multiple economic, market or competitive scenarios.
- Skills required to integrate quantitative measures such as headcount planning and workforce analytics into a qualitative decision framework that can inform and transform organizational strategy.
- Keen understanding of workforce planning methodology.

## Who Should Attend?

The Strategic Workforce Planning (SWP) curriculum is designed for high-potential and high-performing human capital and business practitioners:

- VPs, Directors and Managers of Human Resources
- VPs, Directors and Managers of Talent Acquisition and Recruitment
- VPs, Directors and Managers of Strategy and Workforce Planning
- Strategic HR Practitioners
- People Analytics Lead
- Business Line Managers and Executives
- Future leaders in the disciplines of HR, OD or the Line

## Course Outline

### Day One

#### **Talent Management Context**

- Talent management aligned with strategy
- Talent management by the numbers
- Agenda
- Introduction

#### **Strategic Workforce Planning: Background and Context**

- Workforce Planning Evolution Operational versus Strategic Workforce Planning
- HCI's Perspective on Strategic Workforce Planning
- The HCI Strategic Workforce
- Planning Model

#### **Workforce Planning in Action**

- The Hallmarks of Successful SWP Efforts
- Strategic Workforce Planning as Risk Mitigation
- Case Studies
- Self-Assessment of workforce planning maturity

### Day Two

#### **Business Strategy**

- Strategy first
- Competitive differentiation map Examples of strategic statements Strategic alignment
- Strategy references

#### **Differentiated Segments**

- Four stages of workforce differentiation Segmenting roles
- A spectrum of roles Examples of critical roles
- Competencies for critical roles
- Activity: Case Study

#### **Environmental Scan**

- Quantitative and qualitative information
- Environmental scan quadrants Internal supply: Profile and trend data
- External supply Internal demand External demand Risk assignment to environmental factors
- Activity: Case Study

## **Day Three**

### **The Data Requirements of Strategic Workforce Planning**

- Marketing segmentation Current state workforce supply groups
- Workforce data
- Activity: Conducting Current State Analysis

### **Current State Analysis**

- The data requirements of Strategic Workforce Planning Using and evaluating talent information
- Case Study examples

### **Futuring**

- Possible futures Futuring techniques Limits of forecasting
- The no change future state Scenario planning
- Examples of a scenario matrix Scenario modeling in practice
- The targeted future state

## **Day Four**

### **Gap Analysis**

- Examples of gap dimensions Gaining consensus on critical gaps

### **Action Planning**

- Solutions to close gaps
- 6 Bs for skill acquisition and development
- Work design
- Rewards and recognition Development Acquisition
- Manage and lead Retention
- Activity: Case Study

### **Telling Stories with Data and Enlisting Support**

- The Elements of Compelling Stories
- Influencing skills and driving change
- Infographics and other visualization techniques Case Studies:

## **Day Five**

### **Bringing Strategic Workforce Planning to Life and Practice**

- Compelling cases for workforce planning
- The competencies of successful workforce planners
- Roles and responsibilities of the SWP project team
- The SWP workshop session Walkthrough

### **Workforce Planning in a State of Perpetual Change**

- The ongoing Environmental Scan Building a data dictionary: the importance of a common vernacular
- The continuous process of review and (re) alignment Designing for flexibility and innovation

## **Conclusion**

## Training Method

- Pre-assessment
- Live group instruction
- Use of real-world examples, case studies and exercises
- Interactive participation and discussion
- Power point presentation, LCD and flip chart
- Group activities and tests
- Each participant receives a 7” Tablet containing a copy of the presentation, slides and handouts
- Post-assessment

## Program Support

This program is supported by interactive discussions, role-play, case studies and highlight the techniques available to the participants.

## Schedule

**The course agenda will be as follows:**

- |                     |                  |
|---------------------|------------------|
| • Technical Session | 08.30-10.00 am   |
| • Coffee Break      | 10.00-10.15 am   |
| • Technical Session | 10.15-12.15 noon |
| • Coffee Break      | 12.15-12.45 pm   |
| • Technical Session | 12.45-02.30 pm   |
| • Course Ends       | 02.30 pm         |

## Course Fees\*

- **3,200 USD**  
*\*VAT is Excluded If Applicable*

## المقدمة

في اقتصاد مدفوع بالابتكار والتغيير المستمر، لا يمكن تفويض "التخطيط الاستراتيجي للقوى العاملة" بالكامل إلى الموارد البشرية. من المرجح أن يؤثر التغيير أولاً على المنظمة على مستوى الإدارة أو الوحدة، ويجب أن يكون قادة التشغيل قادرين على الاستجابة مع تخطيط القوى العاملة المحلية للتنفيذ الفعال. نتيجة لذلك، يعد التخطيط الاستراتيجي للقوى العاملة الآن كفاءة مهمة لجميع قادة الأعمال.

يقوم برنامج التخطيط الاستراتيجي للقوى العاملة بإعداد قادة الموارد البشرية والأعمال ذوي الإمكانيات العالية والأداء العالي لتحديد الأدوار والكفاءات الحاسمة، وتطوير المرونة التنظيمية ومواءمة تخطيط القوى العاملة مع رأس المال البشري واستراتيجية الأعمال المتكاملة.

## الاهداف

نتيجة لهذا البرنامج، سوف يكون الحضور قادرين على:

- تحديد وتنفيذ فجوات محددة في القوة العاملة والإدارة والقيادة.
- التكيف مع اتجاهات العمل العالمية والمحلية.
- الاستعداد لسيناريوهات اقتصادية أو سوقية أو تنافسية متعددة.
- اكتساب المهارات المطلوبة لدمج المقاييس الكمية مثل تخطيط عدد الموظفين وتحليلات القوى العاملة في إطار قرار نوعي يمكنه إعلام وتحويل الإستراتيجية التنظيمية.
- فهم عميق لمنهجية تخطيط القوى العاملة.

## الحضور

تم تصميم دورة "التخطيط الاستراتيجي للقوى العاملة" لممارسي رأس المال البشري والأعمال ذوي الإمكانيات العالية والأداء العالي:

- نواب الرئيس والمديرون ومدراء الموارد البشرية
- نواب الرئيس والمديرين لمواهب والتوظيف
- نواب الرئيس والمديرين للاستراتيجية وتخطيط القوى العاملة
- ممارسو الموارد البشرية الاستراتيجيون
- قياديي تحليلات الأشخاص
- مدراء الأعمال والمديرين التنفيذيين
- قادة المستقبل في تخصصات الموارد البشرية أو التطوير التنظيمي أو الخط الانتاجي