MERCURY

Strategic Workforce Planning Masterclass

20 – 24 September 2027
Johannesburg (South Africa)



Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
Amman - Jordan: +962 79 712 3347

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Strategic Workforce Planning Masterclass

Ref: 121509_1073745 **Date:** 20 – 24 September 2027 **Location:** Johannesburg (South Africa) **Fees:** 5300 Euro

Introduction

The Strategic Workforce Planning masterclass equips professionals with a structured approach to aligning workforce capabilities with long-term organizational goals. The course explores how to anticipate future talent needs in light of business strategy, operational demands, and market dynamics. Participants will gain a deep understanding of how workforce planning supports organizational resilience and sustainable growth. It focuses on transforming traditional HR practices into data-driven and predictive workforce strategies. The program emphasizes integrating analytics, forecasting models, and succession frameworks to optimize the allocation of human capital. Learners will be able to design and implement workforce strategies that enhance productivity and reduce talent gaps.

Targeted Groups

This Strategic Workforce Planning masterclass targets professionals seeking knowledge and skills:

- HR managers are responsible for workforce structure and planning decisions.
- Talent acquisition specialists manage recruitment forecasting.
- Organizational development professionals focus on workforce alignment.
- Business leaders are involved in strategic resource planning.
- HR analysts work with workforce data and reporting systems.
- Government HR planners manage public sector staffing needs.
- Consultants advising on workforce planning and organizational design.

Course Objectives

Participants will achieve the following objectives by completing the Strategic Workforce Planning course:

- Understand strategic workforce planning principles and organizational alignment methods.
- Analyze workforce demand and supply using forecasting and analytical tools.
- Develop effective workforce planning strategies aligned with business goals.
- Apply HR analytics to identify talent gaps and future workforce needs.
- Design succession planning frameworks for critical organizational roles.
- Evaluate workforce optimization techniques for cost efficiency and productivity.
- Implement strategic workforce models to support long-term business sustainability.
- Strengthen decision-making in HR planning through data-driven insights.

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Targeted Competencies

Participants will gain the following competencies during the Strategic Workforce Planning program:

- Ability to conduct workforce gap analysis and forecasting.
- Proficiency in workforce planning models and strategic HR tools.
- Skills in interpreting HR analytics for decision-making.
- Capability to design succession and talent pipelines.
- Competence in aligning workforce strategy with business objectives.
- Understanding of organizational workforce structure optimization.
- Skills in scenario-based workforce planning and risk assessment.

Studying Scenarios

In this Strategic Workforce Planning training, participants develop skills through the following scenarios:

- A multinational company is facing rapid expansion and needs workforce scaling strategies.
- Public institution facing an aging workforce and succession-planning challenges.
- Tech organization struggling with talent shortages in critical roles.
- Manufacturing company optimizing workforce costs through restructuring.

Course Content

Unit 1: Foundations of Strategic Workforce Planning

- Introduction to strategic workforce planning and its role in organizational success.
- Understanding workforce planning as a core element of HR strategy.
- Differences between operational staffing and strategic workforce planning models.
- Key drivers influencing workforce demand, such as market trends and technology.
- Importance of aligning workforce strategy with corporate vision and mission.
- Overview of workforce lifecycle management and talent flow concepts.
- Role of HR in shaping long-term organizational workforce capabilities.

Unit 2: Workforce Demand and Supply Analysis

- Techniques for analyzing current workforce composition and structure.
- Identifying future workforce demand based on business growth projections.
- Understanding internal and external labor market dynamics.
- Application of workforce forecasting tools and statistical methods.
- Gap analysis between the current workforce and future requirements.
- Evaluating workforce productivity and efficiency indicators.
- Integrating demand and supply analysis into workforce planning models.

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Unit 3: HR Analytics and Workforce Intelligence

- Introduction to HR analytics in strategic workforce decision-making.
- Using data-driven approaches for talent forecasting and planning.
- Key workforce metrics such as turnover rates and retention analysis.
- Predictive analytics for identifying future workforce risks.
- Building dashboards for real-time workforce insights.
- Interpreting workforce data to support strategic HR planning.
- Linking HR analytics with business performance indicators.
- Enhancing workforce planning accuracy through data visualization tools.

Unit 4: Talent Management and Succession Planning

- Developing structured talent management frameworks for organizations.
- Identifying high-potential employees for leadership pipelines.
- Designing succession planning models for critical positions.
- Integrating learning and development into workforce planning strategies.
- Managing talent retention through strategic HR interventions.
- Building career progression pathways aligned with organizational needs.
- Ensuring leadership continuity through structured succession systems.
- Aligning talent management strategies with long-term workforce goals.

Unit 5: Strategic Implementation and Workforce Optimization

- Translating workforce planning strategies into actionable HR plans.
- Developing organizational workforce optimization frameworks.
- Managing workforce restructuring and transformation initiatives.
- Applying scenario planning for workforce risk management.
- Balancing workforce cost efficiency with performance outcomes.
- Measuring the effectiveness of workforce planning strategies.
- Continuous improvement in workforce planning systems and processes.
- Ensuring the sustainability of workforce strategies in dynamic environments.

Final Insights & Key Takeaways

Strategic workforce planning is a critical capability for organizations aiming to stay competitive in dynamic markets. Mastering this discipline enables professionals to align talent strategies with long-term business success and organizational resilience.