MERCURY

Workforce Planning and Organization Development

11 – 22 October 2027
Lisbon (Portugal)



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Workforce Planning and Organization Development

Ref: 15755_1081374 **Date:** 11 – 22 October 2027 **Location:** Lisbon (Portugal) **Fees:** 9500 Euro

Introduction:

Today, effective workforce planning and organization development are crucial for achieving strategic goals and ensuring long-term success. Workforce planning involves analyzing workforce capabilities, predicting the future, and aligning with organizational objectives. It focuses on optimizing human resources, ensuring that the right people with the right skills are in the right positions at the right time.

Organizational development complements workforce planning by fostering a culture that enhances organization. It involves systematic change interventions to improve organizational processes, structures, and people. Through strategic workforce planning and organization development, businesses can enhance employee engagement, drive performance, and cultivate a culture of continuous improvement.

Ultimately positioning themselves to navigate challenges and seize opportunities in an ever-evolving marketplace. This Workforce Planning and Organization Development course aims to provide participants with the skills and knowledge to implement effective workforce planning strategies and foster organizational development initiatives that align with their organization's vision and goals.

Workforce planning and organization development are crucial for aligning an organization’s human resources with its strategic goals. Workforce planning analyzes and forecasts an organization’s future staffing to ensure the right people are in place at the right time. The workforce planning process tools to assess resources, predict future needs, and develop strategies to bridge gaps.

Workforce planning is important because it can prepare organizations for dynamic changes, ensuring their competitiveness. Workforce planning and development combine to create a structured workforce training and development approach, enabling employees to acquire the skills for future roles. Workforce development organizations support this by providing the frameworks for growth.

Organizational development focuses on enhancing the workforce. Its purpose is to foster adaptability and innovation. The future of organization development and its role in navigating a rapidly changing business environment becomes even more critical. Understanding what organization development is, alongside workforce organization, is key to building resilient businesses.

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Targeted Groups:

- Human Resources Professionals.
- Organizational Leaders and Executives.
- Workforce Planners.
- Talent Management Specialists.
- Learning and Development Practitioners.
- Project Managers.
- Change Management Practitioners.
- Business Analysts.
- Middle Management.
- Employees in Strategic Roles.

Course Objectives:

At the end of this Workforce Planning and Organization Development course, the participants will be able to:

- Understand the principles and importance of workforce planning in organizational success.
- Analyze current workforce capabilities and identify future workforce needs.
- Develop strategies for effective talent acquisition and retention.
- Implement performance management systems that drive employee engagement.
- Create succession plans to ensure leadership continuity.
- Design and implement organizational development initiatives to enhance effectiveness.
- Foster a culture of adaptability and continuous improvement.
- Utilize data analytics for informed workforce planning decisions.
- Enhance collaboration between HR and organizational leadership.
- Equip participants with tools to assess and optimize workforce performance.

Targeted Competencies:

By the end of this Workforce Planning and Organization Development training, the participant's competencies will:

- Strategic Workforce Analysis.
- Demand and Supply Forecasting.
- Talent Acquisition and Retention.
- Performance Management.
- Succession Planning.
- Change Management Strategies.
- Organizational Design and Development.
- Employee Engagement Techniques.
- Training and Development Planning.
- Data-Driven Decision Making.

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Course Content:

Unit 1: Introduction to Workforce Planning:

- Define workforce planning and its significance in organizational success.
- Discuss the role of workforce planning in strategic planning.
- Identify the key components of an effective workforce planning process.
- Explore the relationship between workforce planning and organizational goals.
- Review current trends and challenges in workforce planning.

Unit 2: Assessing Current Workforce Capabilities:

- Analyze existing workforce skills and competencies.
- Conduct workforce audits to identify strengths and weaknesses.
- Utilize tools for employee skill assessment and evaluation.
- Explore methods for gathering workforce data, including surveys and interviews.
- Discuss the impact of workforce demographics on planning.

Unit 3: Forecasting Workforce Needs:

- Understand demand forecasting techniques and tools.
- Analyze organizational growth projections and their implications for workforce needs.
- Learn methods for identifying skill gaps and future talent requirements.
- Explore the use of scenario planning in workforce forecasting.
- Discuss the role of labor market trends in forecasting workforce needs.

Unit 4: Talent Acquisition Strategies:

- Explore effective recruitment and selection processes.
- Discuss employer branding and its importance in attracting talent.
- Identify sourcing strategies for diverse talent pools.
- Review techniques for building a talent pipeline.
- Understand the role of technology in talent acquisition, including applicant tracking systems.

Unit 5: Employee Engagement and Retention:

- Examine the factors that contribute to employee engagement.
- Identify best practices for creating an engaging workplace culture.
- Discuss retention strategies and their impact on workforce stability.
- Explore the role of recognition and rewards in employee motivation.
- Learn about the importance of feedback and communication in engagement.

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Unit 6: Performance Management Systems:

- Understand the components of an effective performance management system.
- Learn techniques for setting performance goals and expectations.
- Explore methods for conducting performance appraisals and feedback sessions.
- Discuss the link between performance management and employee development.
- Analyze the role of continuous feedback in improving performance.

Unit 7: Succession Planning:

- Define succession planning and its importance for organizational continuity.
- Identify key positions and critical roles for succession planning.
- Discuss talent identification and development strategies for potential successors.
- Explore the role of mentorship in succession planning.
- Create a succession planning framework aligned with organizational goals.

Unit 8: Organization Development Interventions:

- Understand the concepts and theories behind organization development.
- Explore various organization development interventions and their applications.
- Discuss the role of change management in organization development.
- Analyze the impact of organizational culture on development initiatives.
- Review case studies of successful organization development efforts.

Unit 9: Data-Driven Workforce Planning:

- Learn how to collect and analyze workforce data effectively.
- Explore metrics and key performance indicators for workforce planning.
- Understand the role of data analytics in decision-making processes.
- Discuss tools and technologies for workforce analytics.
- Analyze case studies illustrating the use of data in workforce planning.

Unit 10: Future Trends in Workforce Planning and Development:

- Identify emerging trends in workforce planning and organization development.
- Discuss the impact of technology on workforce dynamics.
- Explore the role of artificial intelligence and automation in workforce planning.
- Analyze the importance of diversity and inclusion in future workforce strategies.
- Prepare for the challenges and opportunities of the evolving workforce landscape.