MERCURY

Strategic Workforce & Manpower Planning Masterclass Training Course

20 – 24 December 2026
Istanbul (Turkey)



Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
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Strategic Workforce & Manpower Planning Masterclass Training Course

Ref: 3045_1082905 **Date:** 20 – 24 December 2026 **Location:** Istanbul (Turkey) **Fees:** 4900 Euro

Introduction to Strategic Workforce and Manpower Planning Course

Strategic workforce and manpower planning has become integral to international business competition. It is a key requirement for organizations to establish a robust strategy to facilitate the manpower planning process.

This strategic workforce and manpower planning course will explore numerous real-world strategies and methods, enabling organizations to make well-informed decisions. These decisions will lead to a balanced approach in assessing and developing internal talent and recruiting external candidates to meet future business demands.

This strategic manpower planning masterclass will delve into maximizing resource utilization to develop the right talent aligned with future business objectives. Attendees will leave with actionable knowledge and insights to implement effective strategic workforce and manpower planning initiatives in their organizations immediately after the program.

Participants in this workforce management course will also have the opportunity to earn a workforce planning certification, further solidifying their capability to plan manpower effectively within their organizations.

Advantages and Benefits of Manpower Planning

Strategic manpower planning is essential for organizations to align their workforce with their long-term goals. The advantages of manpower planning lie in its ability to ensure that the right number of people with the appropriate skills are available when needed.

This proactive approach brings numerous benefits, such as cost efficiency, enhanced productivity, and the ability to adapt to market changes quickly. By understanding manpower planning and its significance, organizations can formulate a comprehensive manpower plan, fostering sustainable growth and competitiveness in the market.

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Targeted Groups

- HR Specialists in Resourcing, Talent, and Succession and Learning & Development L&D.
- HR Business Partners.
- Finance professionals are involved in planning and strategic cost control.
- Line Managers responsible for Talent Management.
- Senior Managers are responsible for resourcing their department, division, or business.
- Senior Managers are tasked with defining and developing Organizational Strategy.

Course Objectives

Upon the conclusion of this strategic workforce planning course, participants will be able to:

- Predict and manage future workforce trends.
- Balance individual career development with business needs.
- Understand the connection between operational management and human resources.
- Select and apply the most suitable approaches to business manpower planning processes.
- Enhance process management skills for optimal resource utilization.
- Implement new dynamic systems for strategic manpower planning.
- Explore various strategic models for effective manpower planning.
- Translate predictive data into business value.
- Rejuvenate interviewing techniques and appraisal processes.
- Devise methods to present business data effectively.
- Recognize organizational tools for measurement and individual application.
- Develop techniques to manage and oversee the manpower planning process.
- Formulate action plans for individuals involved in Manpower Planning.

Targeted Competencies

- Relating and networking.
- Persuading and influencing.
- Presenting and communicating.
- Analytical thinking.
- Applying expertise and technology.
- Formulating concepts and strategies.
- Planning and organizing.
- Achieving defined goals and objectives.

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Course Content

Unit 1: The Dynamic Role of Manpower Planning

- Examining HR models and their impact on potential future organizational structures.
- Addressing the growing business importance of HR manpower planning HRMP.
- Discussing the changing landscape of organizations and work demands.
- Analyzing right-sizing trends and decision-making tools.
- Exploring the four pillars of manpower planning - Strategic focus, Data and analysis, Manpower implementation, and People development.

Unit 2: The Strategic Focus on Manpower Planning From First Principles

- Introducing the new HR strategic map.
- Utilizing a strategic template for workforce planning.
- Measuring organizational maturity as a cue for manpower planning initiatives.
- Translating strategy into actionable plans through business data analysis.
- Applying techniques for on-time and within-budget delivery.

Unit 3: Manpower, Forecasting, and Trend Analysis

- Understanding and leveraging trends in workforce planning.
- Employing predictive software to manage manpower supply.
- Quantifying relationships and interpreting results.
- Adopting unit cost measures for accuracy.
- Individual measurements of how competencies are exactly structured.
- Managing expectations and individual needs.
- Measuring and forecasting individuals' performance using behavioral techniques.

Unit 4: Manpower Supply - Business Planning and Manpower Re-Engineering

- Selecting appropriate principles for manpower supply.
- Succession planning methodologies.
- Implementing pre-selection methods for key roles and their impacts on business strategy.
- Reviewing the impact of manpower planning on overall business operations.

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Unit 5: Making the Manpower Planning Process Work Cohesively

- Utilizing management tools and manpower planning certification techniques to achieve desired outcomes.
- Overcoming the limitations of performance appraisals.
- Implementing talent pools, individual selection, and headhunting methods.
- Fostering the necessary collaboration for achieving strategic workforce planning benefits.
- Ensuring that the manpower planning process is unified within the organization.