MERCURY

Workforce Planning & Talent Acquisition

7 – 11 November 2027
Istanbul (Turkey)



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

MERCURY

Workforce Planning & Talent Acquisition

Ref: 15464_1084587 **Date:** 7 – 11 November 2027 **Location:** Istanbul (Turkey) **Fees:** 4900 Euro

Introduction:

This Strategic Workforce Planning and Talent Acquisition course provides participants with the knowledge required to understand and implement the new Human Resource Planning HRP cycle, recognized as a function within HR departments. As the fastest growing and most dynamic area in HR, it demands a new skill set, dedicated tools, and sophisticated software. This advanced program will guide them through what is for effective workforce planning and the significant outcomes it can deliver.

Workforce planning is a systematic, fully integrated organizational process that avoids talent surpluses or shortages. It assumes that a company forecasts its talent and the actual supply of talent that is or will be available. When executed properly, workforce planning minimizes labor costs and ramps up productivity. Understanding strategic workforce planning and the role of a workforce planning analyst is important in this process.

Strategic workforce planning is essential in aligning an organization's workforce with its business goals and objectives. It encompasses forecasting future talent needs and helping to ensure that an organization has the right staff balance in terms of skills and experience to achieve its long-term goals. Effective workforce planning solutions involve using a mix of workforce planning tools and software to analyze data, predict trends, and model different scenarios that could affect the availability and demand for talent. Anticipating these changes can aid organizations in preparing tailored talent acquisition and management strategies.

Targeted Groups:

- HR Managers.
- HR Supervisors.
- HR Professionals.
- HR Business Partners.

Course Objectives:

By the end of this Strategic Workforce Planning and Talent Acquisition course, participants will be able to:

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

- Using the new linear strategic model works for manpower planning.
- Calculate and produce convincing results from manpower data, including predictive trends.
- How does each segment of the manpower model work, data collection, analysis, and succession planning?
- Design and master the ability to construct organizational charts and ratios.
- Know what software to use for predictive trend analysis and forecasting.
- Draw a business process map and understand how to do business process re-engineering.
- Apply the basic principles of job analysis and evaluation.
- Prepare comprehensive job analysis interviews.
- Write clear job descriptions based on thorough job analysis.
- Defend the importance of job evaluation to guarantee internal consistency and fairness.

Targeted Competencies:

At the end of this Strategic Workforce Planning and Talent Acquisition training, participants competencies will:

- Working with people.
- Relating and networking.
- Presenting and communicating information.
- Applying expertise and technology.
- Persuading and influencing.
- Analytical thinking.
- Following instructions and procedures.
- Business writing.

Course Content:

Unit 1: Manpower Strategy and Organisational Analysis:

- The critical role of the new manpower planning activity.
- Getting strategic timelines for effective manpower planning
- The new strategic model and the ten critical inputs.
- Emergency planning is the critical role of manpower planning.
- Predicting when the organization needs to change the use of the land model.
- The land model questionnaire.
- Case study on Manpower planning.
- What should manpower planning do?

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

Unit 2: Organisational Design, Downsizing, Right-Sizing, and Employee to Manager Ratios:

- Architectures of organizational design.
- The challenges of traditional organizational design in the modern marketplace.
- Guidelines for determining manpower levels.
- The implications of team-based structures on management and productivity.
- The concepts of downsizing.
- Right-sizing with a case study.

Unit 3: The Three Key Functions of Today's Manpower Planners:

- Strategic focus, manpower analysis with predictive forecasting, and situation fulfillment in manpower planning.
- The data required for effective manpower analysis and the software tools needed.
- Understanding key performance indicators, competencies, and productivity.
- Software is essential for executing advanced manpower planning analysis.

Unit 4: Situational Fulfillment of Manpower:

- Establishing the right principle in staffing.
- Trend analysis using both retrospective and projective techniques.
- Employing the Monte Carlo simulation for workforce planning.
- The financial benefits of manpower data correlations.
- Succession planning with a three-option approach.
- Group and individual development strategies for succession planning.
- Individual and deputy selection.
- Utilizing external talent acquisition, including the use of headhunters.

Unit 5: The Five Critical Processes That Support Manpower Planning:

- The impact of pay and rewards on the psychological contract of employees.
- Modern recruitment strategies that drive different results.
- Innovations in the interviewing process.
- Training approaches that are practical, effective, and measurable.
- The crucial role of performance appraisals in manpower planning.
- Embracing business process re-engineering for organizational effectiveness.