HUMAN RESOURCES MANAGEMENT

HR5 Workforce Planning to Achieve Strategic Objectives

This essential course is tailored for HR professionals dedicated to linking workforce strategy with business goals effectively. It will equip participants with the skills to analyse and forecast workforce requirements, align them with organisational strategy, and implement robust workforce plans using contemporary HR metrics. Through practical exercises and insightful discussions, delegates will leave with actionable strategies that enhance organisational performance and adaptability.

Course Information

Duration: 5 days

London (£4950): 12th January 2026, 23rd March 2026, 1st June 2026, 20th July 2026, 14th September 2026, 2nd November 2026, 11th January 2027, 5th April 2027, 14th June 2027, 2nd August 2027, 27th September 2027, 15th November 2027, 17th January 2028

Companies nominating 3 or more delegates to attend the same programme will enjoy a special discount on the course fees.

Upon completion of one of our CPD certified courses, delegates will be awarded both an LMC certificate and a CPD certificate. No examination required.

Who is the course suitable for?

This course is designed for HR Specialists, Analysts, and Coordinators, as well as managers and leaders involved in workforce planning and implementation. It is particularly beneficial for those who manage specialised HR functions or have developed expertise in niche HR domains. Attendees will gain strategic insights and practical tools to effectively manage and evolve their workforce in alignment with organisational

objectives.

Course profile

Strategic Alignment of Workforce Planning

- Analysing organisational goals and strategic alignment
- Understanding the impact of external and internal environments on workforce planning
- Identifying key organisational drivers and barriers
- Exploring divergent and convergent thinking in organisational strategy formulation
- Discussing the Input – Throughput – Output Model in business planning

Foundations of Workforce Planning

- Reviewing the history and evolution of workforce planning
- Drafting effective workforce policies
- Comparing internal and external drivers in workforce dynamics
- Distinguishing between 'hard' and 'soft' workforce planning approaches
- Evaluating workforce planning models and techniques

Designing the Workforce Planning Process

- Initiating workforce planning in organisational strategy
- Selecting and utilising appropriate workforce planning models
- Gathering and analysing internal data for planning
- Linking workforce planning to HR management activities
- Encouraging interdisciplinary involvement in planning

Execution of Workforce Strategies

- Crafting an implementation roadmap for workforce plans
- Overcoming obstacles and securing organisational consensus
- Engaging stakeholders across the organisation for support and buy–in
- Defining roles and capabilities critical for planning success
- Implementing change management principles in workforce planning

Measurement and Enhancement of Workforce Plans

- Setting robust evaluation criteria for workforce plans
- Using HR metrics to monitor and review plans
- Exploring innovative methods to capture and apply learning
- Adjusting workforce strategies based on feedback and metrics
- Ensuring continuous relevance and improvement of workforce plans

Competencies

At the end of this course, delegates will be able to:

- Align workforce planning with strategic organisational objectives.
- Analyse internal and external factors influencing workforce needs.
- Draft effective workforce policies and strategies.
- Implement workforce plans with clear roles and responsibilities.
- Evaluate the effectiveness of workforce strategies using HR metrics.
- Engage stakeholders across all organisational levels for plan endorsement.
- Adapt workforce plans based on evaluative feedback and changing conditions.
- Utilise strategic HR management tools to enhance workforce capabilities.

Course Booking

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