



## HUMAN RESOURCES MANAGEMENT

# **HR51** Workforce Planning and Organisational Strategy

This comprehensive course is designed to empower HR professionals and strategic planners with the expertise to develop robust workforce planning and organisational strategies. By delving into the latest HR management practices and integrating them with organisational objectives, this course equips participants with the skills needed to optimise workforce utilisation and drive corporate success. Attendees will gain insights into advanced tools and techniques that foster an adaptable and forward-thinking HR framework, pivotal for navigating the dynamic challenges of today's workplace environments.

### Course Information

**Duration:** 5 days

**London (£4950):** 8th June 2026, 27th July 2026, 21st September 2026, 9th November 2026, 18th January 2027

**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 tailored for HR professionals and strategists dedicated to crafting effective manpower planning and organisational strategies. It is ideal for those who manage specialised HR functions, oversee technical teams, or possess deep expertise in critical HR domains. Participants looking to refine their strategic HR capabilities and enhance their impact on organisational performance will find this course particularly

beneficial.

## Course profile

### Strategic Workforce Planning

- Assessing organisational needs and aligning workforce strategy
- Developing adaptable manpower plans to meet dynamic market conditions
- Utilising analytics for strategic HR decision-making
- Integrating workforce planning with overall business strategy

### Managing Workforce Challenges

- Addressing the implications of downsizing and restructuring
- Establishing effective disciplinary and grievance procedures
- Applying best practices in global mobility and team integration
- Mitigating risks in workforce transitions and change management

### Enhancing Reward Systems

- Conducting job evaluations to ensure alignment with business objectives
- Designing equitable pay policies and competitive salary structures
- Implementing performance-linked reward systems
- Exploring innovative reward strategies to boost employee engagement

### Optimising Recruitment Processes

- Identifying strategic recruitment needs
- Crafting recruitment policies to enhance organisational fit
- Enhancing competency-based interviewing techniques
- Evaluating the effectiveness of assessment centres and virtual recruitment
- Using outsourcing to streamline the recruitment process

### Fostering Team Relationships

- Understanding and applying team dynamics theories
- Building rapport and enhancing team cohesiveness
- Mastering the art of giving constructive feedback
- Facilitating effective interdepartmental communication

## Competencies

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

- Align workforce planning with strategic business goals.

- Implement effective HR strategies in response to organisational changes.
- Design and administer equitable and motivating reward systems.
- Enhance recruitment processes to better meet organisational needs.
- Apply contemporary HR management techniques to real-world challenges.
- Manage interpersonal relationships within teams effectively.
- Utilise strategic HR analytics to drive decision-making.
- Lead HR initiatives that support sustainable organisational growth.

## Course Booking

Call us: +44 (0) 207 724 6007

Email us: [training@lmcuk.com](mailto:training@lmcuk.com)

[www.lmcuk.com](http://www.lmcuk.com)

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