

INNOVATIONS IN WORKFORCE PLANNING & ORGANIZATIONAL DEVELOPMENT



GENTEX[®]
TRAINING CENTER



Introduction

Organizations that plan their workforce strategically stay ahead of shifting business demands. This Innovations in Workforce Planning & Organizational Development Training Course introduces modern approaches to forecasting talent needs, redesigning structures, and driving organizational change. Furthermore, it explores data-driven workforce analytics alongside proven organizational development models. As a result, participants learn to align staffing strategies with long-term business goals. In addition, the course covers succession planning, change management, and workforce agility techniques. Participants gain practical frameworks to build resilient, future-ready organizations capable of adapting to evolving market and workforce dynamics.

Innovations in Workforce Planning & Organizational Development Course Objectives

- Apply workforce analytics to forecast future talent and staffing needs
- Use scenario planning to prepare for workforce demand fluctuations
- Design succession plans using competency and talent pipeline models
- Apply the McKinsey 7-S Framework to assess organizational alignment
- Develop change management strategies using Kotter's 8-Step Model
- Build workforce agility through skills-based organizational design
- Use HR dashboards and predictive analytics for planning decisions
- Identify structural gaps through organizational network analysis
- Align workforce plans with strategic business objectives
- Evaluate organizational development interventions and their outcomes



Course Methodology

This training course blends interactive lectures, case studies, and workforce planning simulations. Furthermore, participants use analytics tools and templates to build practical workforce plans. In addition, group workshops apply organizational development frameworks to real business scenarios. Structured discussions examine change management challenges and solutions. As a result, participants leave with hands-on experience in workforce planning and organizational design methods.

Who Should Take This Course

- Human resources managers and planners
- Organizational development specialists
- Talent management professionals
- Strategic planning executives
- HR business partners
- Workforce analytics coordinators
- Anyone involved in organizational change initiatives

Innovations in Workforce Planning & Organizational Development Course Outlines

Day 1: Foundations of Strategic Workforce Planning

- Introduction to workforce planning concepts and value
- Linking workforce strategy to business objectives
- Overview of workforce analytics and key metrics
- Identifying current and future talent gaps

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- Data sources for workforce forecasting
- Building a workforce planning roadmap
- Group discussion on planning challenges

Day 2: Workforce Analytics and Forecasting

- Applying predictive analytics to staffing decisions
- Using HR dashboards for real-time insights
- Scenario planning for demand fluctuations
- Demand and supply forecasting models
- Interpreting workforce data trends
- Building workforce forecasting templates
- Case study: analytics-driven workforce decisions

Day 3: Organizational Design and Structure

- Principles of effective organizational design
- Applying the McKinsey 7-S Framework
- Conducting organizational network analysis
- Identifying structural gaps and redundancies
- Designing skills-based organizational structures
- Aligning structure with strategic priorities
- Workshop: redesigning an organizational chart

Day 4: Succession Planning and Talent Pipelines

- Building competency-based succession plans
- Identifying high-potential talent



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- Creating talent pipeline development programs
- Linking succession planning to career pathways
- Reducing risk through leadership continuity planning
- Case study: successful succession strategies
- Group exercise: succession plan mapping

Day 5: Leading Organizational Change and Agility

- Applying Kotter's 8-Step Change Model
- Building workforce agility and adaptability
- Managing resistance to organizational change
- Communicating change effectively across teams
- Measuring organizational development outcomes
- Sustaining change through continuous improvement
- Course review and action planning

Conclusion

By successfully completing the Innovations in Workforce Planning & Organizational Development Training Course, participants will have acquired practical skills in workforce forecasting, organizational design, and change management. Furthermore, they will understand how to apply analytics and proven frameworks to build agile, future-ready organizations. As a result, participants gain the confidence to lead strategic workforce initiatives. Gentex Training Center remains committed to equipping professionals with modern tools for effective workforce and organizational planning.





FAQs

Q1 What is the "Innovations in Workforce Planning & Organizational Development" course about?

This course teaches participants how to forecast workforce needs and design agile organizational structures. It covers workforce analytics, succession planning, and change management, helping organizations align staffing strategies with long-term business goals.

Q2 What are the key benefits of the "Innovations in Workforce Planning & Organizational Development" course?

Participants gain data-driven forecasting skills, stronger succession planning capabilities, and practical change management techniques. Additionally, they learn to design agile organizational structures that adapt quickly to shifting business and workforce demands.

Q3 What skills will I gain from the "Innovations in Workforce Planning & Organizational Development" course?

Participants gain workforce forecasting, organizational design, succession planning, and change management skills. These core competencies help professionals build resilient organizations and align talent strategies with evolving business priorities.



Q4 What tools, methods, or standards are covered in the "Innovations in Workforce Planning & Organizational Development" course?

The course covers the McKinsey 7-S Framework, Kotter's 8-Step Change Model, HR dashboards, predictive analytics, and organizational network analysis. These proven tools give participants structured, research-based planning approaches.

Q5 How is the "Innovations in Workforce Planning & Organizational Development" course applied in real-world practice?

Participants apply concepts through workforce forecasting templates, organizational redesign workshops, and succession mapping exercises. As a result, they leave with practical plans ready to implement within their own organizations.