

STRATEGIC HUMAN RESOURCE MANAGEMENT AND WORKFORCE PLANNING



GENTEX[®]
TRAINING CENTER



Introduction

Strategic Human Resource Management and Workforce Planning Training Course builds practical skills to align HR strategy with long-term organizational goals. Effective workforce planning ensures organizations have the right talent in place to meet future business demands. This course introduces participants to strategic HR frameworks, workforce forecasting methods, and talent supply and demand analysis. Furthermore, it covers succession planning, scenario planning, and organizational design principles that support sustainable growth. Participants also explore methods for integrating workforce plans with broader business strategy and budget cycles. As a result, attendees gain the confidence to build workforce plans that anticipate future talent needs. Gentex Training Center designed this program to strengthen strategic HR and workforce planning capabilities.

Strategic Human Resource Management and Workforce Planning Course Objectives

- Apply strategic HR frameworks to align talent strategy with business goals
- Conduct workforce supply and demand analysis using forecasting models
- Design succession planning frameworks for critical roles
- Apply scenario planning techniques to anticipate workforce changes
- Build workforce plans integrated with organizational budget cycles
- Apply organizational design principles to support structural change
- Design talent segmentation strategies based on role criticality
- Use workforce analytics to inform strategic HR decisions
- Build strategic HR roadmaps aligned with business planning cycles
- Develop metrics to measure workforce planning effectiveness

Course Methodology



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- Interactive lectures covering strategic HR and workforce planning principles
- Practical workshops building workforce forecasting models
- Case studies analyzing successful strategic workforce planning initiatives
- Group exercises applying scenario planning techniques
- Simulations of succession planning discussions
- Structured discussions on organizational design and analytics

Who Should Take This Course

- HR managers responsible for strategic workforce planning
- HR business partners aligning talent strategy with business goals
- Talent acquisition leaders forecasting future hiring needs
- Organizational development professionals supporting structural change
- Workforce planning analysts building forecasting models
- HR directors overseeing strategic HR planning functions

Strategic Human Resource Management and Workforce Planning Course Outlines

Day 1: Foundations of Strategic HR Management

- Reviewing strategic HR management principles and frameworks
- Aligning HR strategy with organizational business goals
- Identifying key business drivers relevant to workforce strategy
- Reviewing the strategic HR planning cycle
- Mapping stakeholder roles in strategic HR planning
- Setting priorities for workforce strategy development





Day 2: Workforce Forecasting and Demand Analysis

- Applying supply and demand forecasting models
- Analyzing current workforce capability and capacity
- Identifying future talent needs based on business plans
- Reviewing labor market trends relevant to forecasting
- Building workforce forecasting scenarios
- Validating forecasting assumptions with stakeholders

Day 3: Succession Planning and Talent Segmentation

- Designing succession planning frameworks for critical roles
- Applying talent segmentation strategies by role criticality
- Identifying high-potential employees for development
- Structuring succession pipelines and readiness assessments
- Reviewing risk assessment methods for critical positions
- Building development plans for succession candidates

Day 4: Scenario Planning and Organizational Design

- Applying scenario planning techniques to anticipate change
- Building multiple workforce scenarios based on business conditions
- Applying organizational design principles to structural change
- Reviewing span of control and reporting structure considerations
- Aligning organizational design with strategic workforce goals
- Testing scenarios against budget and resource constraints



Day 5: Integration, Analytics, and Strategic Roadmaps

- Integrating workforce plans with organizational budget cycles
- Using workforce analytics to inform strategic decisions
- Building strategic HR roadmaps aligned with business planning
- Developing metrics to measure workforce planning effectiveness
- Presenting workforce plans to senior leadership
- Building a continuous review cycle for workforce strategy

Conclusion

By successfully completing Strategic Human Resource Management and Workforce Planning, participants will have acquired practical knowledge to build workforce forecasts, design succession frameworks, and align HR strategy with business goals. Furthermore, attendees gain skills in scenario planning, organizational design, and workforce analytics. This Strategic Human Resource Management and Workforce Planning Training Course prepares HR professionals to build strategic plans that anticipate future talent needs. Gentex Training Center remains committed to delivering practical programs that strengthen strategic HR and workforce planning capabilities.

FAQs

Q1 What is the "Strategic Human Resource Management and Workforce Planning" course about?

This course covers aligning HR strategy with business goals, including workforce forecasting, succession planning, scenario planning, and organizational design methods used to anticipate and plan for future talent needs.



Q2 What are the key benefits of the "Strategic Human Resource Management and Workforce Planning" course?

Participants gain the ability to build accurate workforce forecasts and succession pipelines. As a result, organizations benefit from stronger talent readiness, reduced staffing gaps, and better-aligned HR budgets.

Q3 What skills will I gain from the "Strategic Human Resource Management and Workforce Planning" course?

Attendees develop skills in workforce forecasting, succession planning, scenario analysis, and organizational design, enabling them to build strategic HR plans that anticipate future business needs.

Q4 What tools, methods, or standards are covered in the "Strategic Human Resource Management and Workforce Planning" course?

The course addresses supply and demand forecasting models, talent segmentation frameworks, scenario planning techniques, succession pipeline structures, and workforce analytics used in strategic HR planning.



Q5 How is the "Strategic Human Resource Management and Workforce Planning" course applied in real-world practice?

Professionals apply these methods when building workforce forecasts, planning succession pipelines, testing organizational scenarios, and presenting strategic HR roadmaps that guide talent decisions within their organizations.