

STRATEGIC WORKFORCE PLANNING: BUILDING A FUTURE-READY, PURPOSE- DRIVEN WORKFORCE



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Introduction

Strategic Workforce Planning: Building a Future-Ready, Purpose-Driven Workforce Training Course equips HR leaders and business managers with practical methods to align talent strategy with organizational goals. Organizations face rapid shifts in technology, demographics, and employee expectations, which makes proactive workforce planning essential for sustained growth. This course guides participants through proven frameworks for forecasting talent needs, closing skills gaps, and building a resilient workforce structure. Furthermore, it explores how purpose-driven leadership strengthens employee engagement and retention. Participants will learn to translate business objectives into actionable workforce plans using data-driven techniques. As a result, they will leave equipped to design agile talent strategies that support long-term organizational success.

Strategic Workforce Planning: Building a Future-Ready, Purpose-Driven Workforce Course Objectives

- Analyze current and future workforce demand using strategic workforce planning models
- Apply talent forecasting techniques such as scenario planning and demand-supply analysis
- Identify critical skills gaps through competency mapping and skills inventories
- Design succession plans that secure leadership continuity across key roles
- Build workforce segmentation strategies that prioritize critical talent pools
- Integrate HR analytics and dashboards to support evidence-based decisions
- Develop purpose-driven employer branding to attract future-ready talent
- Align workforce plans with organizational strategy using the Workforce Planning Cycle
- Create retention strategies that reduce turnover among high-potential employees
- Evaluate workforce planning outcomes using key performance indicators and metrics

Course Methodology



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- Interactive lectures supported by real-world case studies
- Group discussions on workforce planning challenges and solutions
- Hands-on exercises using competency mapping and skills-gap templates
- Practical workshops on building workforce scenario models
- Use of HR analytics tools for demand-supply forecasting
- Role-play sessions on succession planning conversations
- Continuous feedback and Q&A throughout each session

Who Should Take This Course

- HR managers and workforce planning specialists
- Talent acquisition and succession planning professionals
- Business unit leaders responsible for workforce budgets
- Organizational development and HR business partners
- Senior executives overseeing human capital strategy
- HR analysts working with workforce data

Strategic Workforce Planning: Building a Future-Ready, Purpose-Driven Workforce Course Outlines

Day 1: Foundations of Strategic Workforce Planning

- Defining strategic workforce planning and its business value
- Linking workforce plans to organizational strategy
- Overview of the Workforce Planning Cycle
- Key roles and stakeholders in workforce planning
- Common workforce planning challenges



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- Introduction to workforce segmentation
- Case study: aligning talent strategy with business goals

Day 2: Talent Demand and Supply Forecasting

- Techniques for forecasting future talent demand
- Conducting workforce supply analysis
- Scenario planning for uncertain business conditions
- Using demand-supply gap analysis models
- Data sources for accurate workforce forecasting
- Building forecasting dashboards
- Practical exercise: demand-supply gap mapping

Day 3: Skills Gap Analysis and Competency Mapping

- Identifying critical skills for future roles
- Conducting competency mapping exercises
- Building skills inventories across departments
- Prioritizing skills development investments
- Linking skills gaps to learning and development plans
- Using the 9-box grid for talent assessment
- Workshop: mapping skills gaps to business priorities

Day 4: Succession Planning and Talent Pipelines

- Principles of effective succession planning
- Identifying high-potential employees
- Building leadership pipelines for critical roles





- Succession planning tools and templates
- Reducing risk through talent pipeline diversification
- Aligning succession plans with career development paths
- Case discussion: succession planning in practice

Day 5: Purpose-Driven Workforce Strategy and Implementation

- Building a purpose-driven employer value proposition
- Strengthening employee engagement and retention
- Communicating workforce plans to stakeholders
- Monitoring workforce plans using key performance indicators
- Adapting workforce strategy to changing business needs
- Building an action plan for implementation
- Final workshop: presenting a strategic workforce plan

Conclusion

By successfully completing Strategic Workforce Planning: Building a Future-Ready, Purpose-Driven Workforce, participants will have acquired practical skills in talent forecasting, skills-gap analysis, succession planning, and purpose-driven workforce strategy. They will gain the ability to align workforce plans with organizational goals and build resilient talent pipelines. This Training Course, delivered by Gentex Training Center, prepares participants to design and implement effective workforce strategies that support sustainable business growth and long-term organizational success.



FAQs

Q1 What is the "Strategic Workforce Planning: Building a Future-Ready, Purpose-Driven Workforce" course about?

This course teaches participants how to align talent strategy with business goals through forecasting, skills-gap analysis, and succession planning. It provides practical frameworks for building a resilient, purpose-driven workforce that adapts to changing organizational needs and market conditions.

Q2 What are the key benefits of the "Strategic Workforce Planning" course?

Participants gain the ability to forecast talent needs accurately, close critical skills gaps, and build strong succession pipelines. These benefits help organizations reduce turnover, strengthen leadership continuity, and align workforce strategy with long-term business objectives.

Q3 What skills will I gain from the "Strategic Workforce Planning" course?

Participants will gain skills in talent forecasting, competency mapping, succession planning, and workforce analytics. These four core skills enable HR professionals to design data-driven workforce strategies that support organizational growth and resilience.



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

The course covers the Workforce Planning Cycle, scenario planning, demand-supply gap analysis, competency mapping, the 9-box grid, and HR analytics dashboards. These tools give participants practical methods for building accurate, actionable workforce plans.

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

Participants apply workforce planning techniques to real business scenarios, building forecasting models, skills inventories, and succession plans. These practices help organizations proactively address talent shortages and maintain a future-ready workforce structure.