

STRATEGIC WORKFORCE PLANNING MASTERCLASS



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TRAINING CENTER



Introduction

Workforce plans decide whether a company can deliver its strategy. The Strategic Workforce Planning Masterclass Training Course from Gentex Training Center teaches HR and business leaders how to plan for the workforce of the future. Participants learn to forecast demand, map skills, and model different business scenarios. Furthermore, they study the impact of automation, AI, and changing labor markets on future roles. The course also covers workforce cost modeling and analytics, so plans rest on solid data. As a result, participants can guide hiring, training, and restructuring decisions with confidence. Each day combines proven models with hands-on workshops. In addition, participants build a complete workforce plan during the program.

Strategic Workforce Planning Masterclass Course Objectives

- Align workforce strategy with business strategy using the strategic workforce planning model and strategy maps.
- Scan the external environment with PESTLE, SWOT, and labor market analysis to spot workforce risks.
- Segment the workforce and identify critical roles using job family and role criticality analysis.
- Forecast future demand across business units with trend, ratio, workload, and driver-based forecasting methods.
- Project workforce supply using turnover analysis, retirement forecasts, and internal talent flow models.
- Build a skills taxonomy and measure current and future skills gaps across job families.
- Create scenario plans that assess the impact of automation, AI, growth, and restructuring on staffing needs.

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- Apply build, buy, borrow, or automate decisions, including contingent workforce and outsourcing options.
- Model workforce costs and headcount budgets with Excel and financial planning methods for senior management review.
- Track results with workforce analytics, HR dashboards, and KPIs such as vacancy rate, span of control, and revenue per employee.

Course Methodology

- Masterclass-style sessions explain workforce planning models in practical terms.
- Real business cases show how leading companies plan for change.
- Excel workshops let participants build forecasting and scenario models.
- Group projects create a complete workforce plan from start to finish.
- Peer reviews and expert feedback improve every deliverable.
- Ready-to-use templates support immediate application at work.
- Action planning sessions turn learning into a personal roadmap.

Who Should Take This Course

- HR directors and HR managers who lead workforce strategy and planning
- Workforce planning and HR analytics specialists who build forecasting models
- HR business partners who advise senior leaders on staffing
- Finance and budgeting professionals who plan headcount costs
- Operations and department managers who plan future staffing needs
- Organizational development and organization design professionals
- Consultants who support workforce transformation and restructuring projects





Strategic Workforce Planning Masterclass Course Outlines

Day 1: Workforce Planning Strategy and Environment

- Strategic workforce planning model and maturity levels
- Linking business strategy to workforce priorities
- Scanning the environment with PESTLE and SWOT
- Labor market analysis and talent availability
- Workforce planning governance and stakeholder roles
- Data sources: HRIS, payroll, and finance systems
- Workshop: defining scope and planning horizon

Day 2: Workforce Segmentation and Current State Analysis

- Job families and role criticality analysis
- Workforce segmentation and critical role mapping
- Workforce profile: age, tenure, and skills
- Skills taxonomy and skills inventory design
- Turnover, retirement, and internal movement analysis
- Span of control and organization design checks
- Building the current workforce baseline in Excel

Day 3: Demand and Supply Forecasting

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- Trend, ratio, and workload-based demand forecasting
- Driver-based forecasting linked to revenue and volume
- Supply forecasting with attrition and succession data
- Markov chain basics for internal talent flow
- Gap and surplus analysis by role
- Skills gap prioritization and risk scoring
- Forecasting practice with real data sets

Day 4: Scenarios, Future Skills, and Workforce Solutions

- Scenario planning: best case, base case, and worst case
- Impact of automation and AI on future roles
- Future skills mapping and reskilling strategies
- Build, buy, borrow, or automate decisions
- Contingent workforce and outsourcing options
- Workforce cost modeling and headcount budgets
- Business case and return on investment analysis

Day 5: Analytics, Governance, and Implementation

- Workforce analytics and predictive modeling basics
- Dashboards in Excel and Power BI
- KPIs: vacancy rate, revenue per employee, and time-to-fill
- Presenting workforce plans to senior leaders
- Change management with ADKAR
- Plan review cycles and continuous updates



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- Final plan presentations and expert feedback

Conclusion

By successfully completing the Strategic Workforce Planning Masterclass Training Course, participants will gain a clear understanding of how to build a future-ready workforce plan. They will also acquire practical knowledge of skills mapping, demand and supply forecasting, and scenario planning. Furthermore, they will know how to model workforce costs and track results with key metrics. As a result, participants can guide staffing decisions that support long-term business goals. Gentex Training Center delivers this knowledge through practical, expert-led learning.

FAQs

Q1 What is the "Strategic Workforce Planning Masterclass" course about?

The course teaches how to plan the workforce a business needs to deliver its strategy. Participants study environment scanning, segmentation, forecasting, skills gaps, scenarios, and cost modeling. Furthermore, they build a full workforce plan that guides hiring, training, and restructuring decisions.

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

The course helps organizations prepare for change instead of reacting to it. It also links workforce decisions to financial results. As a result, participants can reduce skills shortages, avoid overstaffing, and present clear, data-based workforce plans to senior leaders.





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

Participants gain four core skills: strategic workforce forecasting, skills mapping and gap analysis, scenario planning, and workforce cost modeling and analytics. In addition, they practice each skill through Excel workshops and a full planning project, so they can apply it directly at work.

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

The course covers the strategic workforce planning model, PESTLE and SWOT analysis, driver-based forecasting, and Markov chain basics. It also includes skills taxonomies, scenario planning, build-buy-borrow-automate decisions, and dashboards built in Excel or Power BI.

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

Organizations use workforce plans to time hiring, target reskilling, and set headcount budgets. Furthermore, they use scenario models to prepare for automation or growth, so leaders can act early and protect service levels and costs.