



Course : Innovations in Workforce Planning & Organizational Development

City :	Paris	Hotel :	Le Meurice
Start Date :	2025-11-03	End Date :	2025-11-07
Period :	1 Week	Price :	5950 \$

HighPoint Training and Management Consultancy
هاي بوينت للتدريب والاستشارات الإدارية

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Course Overview

This course equips HR professionals and organizational leaders with the latest techniques in workforce planning, organizational design, and productivity management. With a strong focus on AI, post-COVID workplace changes, and practical applications, participants will learn to maximize the value of human resources and enhance organizational efficiency.

Course Objectives

By the end of this training course, participants will be able to:

- Assemble a strategic workforce plan using modern templates and approaches.
- Forecast organizational change and apply rightsizing effectively.
- Utilize new formulas and trend analysis for predictive workforce insights.
- Apply innovative techniques in succession planning, emergency planning, and business process mapping.
- Demonstrate the financial value of HR initiatives and optimize workforce productivity.

Target Audience

- HR personnel and workforce analysts
- Strategic planners and organizational development professionals
- Succession planners and department heads
- Professionals involved in workforce planning, HR analytics, or organizational design

Methodology

Interactive case studies from global organizations (e.g., Google, BMW, Shell).

Team-based exercises and hands-on simulations.

Quick-reference tools, charts, and comprehensive manuals.

Practical application exercises to link learning to real organizational scenarios.

Course Outline

Day 1 : Strategy, Organizational Design & Workforce Planning

- Introduction and program objectives
- Difference between traditional manpower planning and new workforce planning
- Strategic approach in workforce planning
- Organizational maturity tools and predicting change
- Current types of organizational design
- Innovations in reporting ratios and AI's impact
- Post-COVID workforce considerations

Day 2 :Organizational Productivity & Performance Measurement

- Collecting and analyzing workforce data
- Competency measurement and performance tracking
- Reliability metrics and improvement methods
- Time and people value calculations
- Enhancing productivity through accurate measurement

Day 3 : Trends, Correlations & Predictive Formulas

- Understanding trends and correlations in workforce data
- Predictive forecasting using AI and home working trends
- Formulas for turnover and cohort analysis
- Using data to inform strategic decisions

Day 4 :Rightsizing, Downsizing & Workflow Management

- Difference between downsizing and rightsizing
- Techniques for rightsizing and calculating added value
- Downsizing strategies and financial implications
- Workflow management for efficiency and productivity improvement
- Making the financial case for HR interventions

Day 5 :Workforce Dashboards, Succession Planning & Rewards Innovations

- Workforce planning dashboards and their value
- Business process mapping techniques

- Emergency planning and critical succession planning
- Aligning staff to the right roles using psychological approaches
- Innovations in pay, rewards, and incentive systems
- Staff satisfaction and organizational impact

Certificates

On successful completion of this training course, HighPoint Certificate will be awarded to the delegates. Continuing Professional Education credits (CPE): In accordance with the standards of the National Registry of CPE Sponsors, one CPE credit is granted per 50 minutes of attendance.