


# € TRAINING

Innovative Workforce Strategies

A photograph of four smiling professionals in a meeting. A woman in a black top and necklace is in the foreground, looking towards the camera. Behind her are three other people (two men and one woman) in white shirts, looking towards the right. The background is a bright, modern office setting. A large blue curved graphic element is overlaid on the top and right sides of the image.

10 - 14 March 2025  
Barcelona (Spain)



# Innovative Workforce Strategies

REF: M2295 DATE: 10 - 14 March 2025 Venue: Barcelona (Spain) - Fee: 5565 Euro

## Introduction:

This training program is designed to equip professionals with the knowledge and skills to effectively plan and develop their organization's workforce in an ever-evolving business landscape. It explores the latest trends, strategies, and innovative approaches in workforce planning and organizational development to enhance productivity, employee engagement, and overall organizational success.

## Program Objectives:

At the end of this program, the participants will be able to:

- Understand the importance of workforce planning and organizational development in achieving business goals and maintaining a competitive advantage.
- Explore innovative approaches and best practices in workforce planning and organizational development.
- Develop skills to analyze current and future workforce needs and align them with organizational objectives.
- Learn strategies for attracting, retaining, and developing top talent.
- Identify effective performance management and talent development techniques to enhance employee engagement and productivity.
- Explore the role of technology and data analytics in workforce planning and organizational development.
- Gain practical knowledge to create and implement a comprehensive workforce planning and organizational development strategy.

## Targeted Audience:

- HR professionals.
- Talent managers.
- Organizational development specialists.
- Managers responsible for workforce planning and development.
- Executives and business leaders seeking to gain insights into the latest trends and practices in optimizing the workforce and enhancing organizational performance.

## Program Outlines:

## Unit 1:

### Introduction to Workforce Planning and Organisational Development:

- Importance and benefits of workforce planning and organizational development.
- Key principles and concepts in workforce planning.
- Understanding organizational development and its impact on success.
- Current challenges and trends in workforce planning and organizational development.

## Unit 2:

### Strategic Workforce Planning:

- Linking workforce planning to business strategy.
- Assessing current workforce capabilities and identifying gaps.
- Forecasting future workforce needs and trends.
- Developing workforce scenarios and strategies for different scenarios.

## Unit 3:

### Talent Acquisition and Retention:

- Effective recruitment and selection techniques.
- Employer branding and talent attraction strategies.
- Retention strategies for high-potential employees.
- Succession planning and talent pipeline development.

## Unit 4:

### Performance Management and Talent Development:

- Designing performance management systems.
- Setting SMART goals and performance metrics.
- Coaching and feedback techniques for employee development.
- Talent development programs and initiatives.

## Unit 5:

### Technology and Data Analytics in Workforce Planning:

- Role of technology in workforce planning and organizational development.
- Leveraging data analytics for informed decision-making.
- Emerging technologies and their impact on the future of work.
- Developing an action plan for implementing innovative workforce planning strategies.