


# € TRAINING

Innovative Workforce Strategies

A group of four smiling professionals (three men and one woman) in a meeting setting. The woman in the foreground is wearing a black top and a multi-strand necklace. The men are wearing white shirts. They are all looking towards the camera with pleasant expressions. The background is a blurred office environment.

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.