

# € TRAINING

Certified Manpower Planner CMP

9 - 13 February 2025  
Istanbul (Turkey)



# Certified Manpower Planner CMP

REF: H241 DATE: 9 - 13 February 2025 Venue: Istanbul (Turkey) - Fee: 5300 Euro

## Introduction:

This program is designed to prepare participants for the certification exam only.

This training program delves into advanced strategies and contemporary approaches in manpower planning, enabling professionals to stay ahead in a dynamic environment. It empowers participants to implement effective manpower planning practices and drive organizational success.

## Program Objectives:

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

- Understand and apply advanced manpower planning techniques.
- Develop comprehensive workforce plans aligned with organizational goals.
- Analyze labor market trends and forecast future workforce needs.
- Implement effective strategies for talent acquisition and retention.
- Utilize data-driven approaches for manpower planning and decision-making.
- Prepare for the certification exam.

## Targeted Audience:

- HR Managers.
- Workforce Planners.
- Recruitment Specialists.
- Talent Acquisition Managers.
- Organizational Development Professionals.

## Program Outline:

Unit 1:

### Fundamentals of Manpower Planning:

- Understanding the principles and importance of manpower planning.

- Key components and steps in the manpower planning process.
- Aligning workforce plans with business objectives.
- Analyzing current workforce capabilities and identifying gaps.
- Developing short-term and long-term workforce plans.

## Unit 2:

### Labor Market Analysis and Forecasting:

- Techniques for analyzing labor market trends and dynamics.
- Identifying external factors impacting workforce supply and demand.
- Forecasting future workforce needs based on organizational goals.
- Utilizing statistical and predictive modeling tools.
- Scenario planning and contingency strategies.

## Unit 3:

### Talent Acquisition and Retention Strategies:

- Developing effective talent acquisition strategies.
- Utilizing innovative recruitment methods and tools.
- Implementing strategies for employee retention and engagement.
- Creating a strong employer brand to attract top talent.
- Measuring and improving recruitment and retention effectiveness.

## Unit 4:

### Data-Driven Manpower Planning:

- Importance of data in manpower planning and decision-making.
- Collecting and analyzing workforce data.
- Using HR analytics to inform manpower planning.
- Key performance indicators KPIs for workforce planning.
- Leveraging technology and software for data-driven planning.



## Unit 5:

### Strategic Workforce Development:

- Aligning workforce development with organizational strategy.
- Identifying and addressing skills gaps.
- Implementing training and development programs.
- Career development and succession planning.
- Monitoring and evaluating workforce development initiatives.
- Prepare for the certification exam.

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