

# € TRAINING

Innovations in Workforce Planning and  
Organizational Development

A group of four smiling business professionals (two men and two women) are seated at a table in a meeting room. They are all wearing white shirts. The woman in the foreground is wearing a black top and a multi-strand necklace. The background is a bright, modern office environment.

30 June - 4 July 2025  
Barcelona (Spain)



# Innovations in Workforce Planning and Organizational Development

REF: H2047 DATE: 30 June - 4 July 2025 Venue: Barcelona (Spain) - Fee: 5565 Euro

## Introduction:

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

## Program Objectives:

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

- Identify and apply advanced trends in workforce planning.
- Develop strategies for effective organizational development.
- Implement innovative solutions for workforce challenges.
- Utilize best practices for talent management and succession planning.
- Analyze and adapt to changes in the organizational landscape.

## Targeted Audience:

- HR Managers.
- Workforce Planners.
- Organizational Development Specialists.
- Talent Management Professionals.
- Senior HR Executives.

## Program Outline:

### Unit 1:

#### Emerging Trends in Workforce Planning:

- Understanding current workforce trends and their impact.
- Technology's role in shaping workforce planning.
- Globalization and its influence on workforce strategies.

- The rise of remote and flexible work arrangements.
- Data-driven decision-making in workforce planning.

## Unit 2:

### Advanced Talent Management:

- Strategies for attracting and retaining top talent.
- The use of AI and automation in talent management.
- Developing a strong employer brand.
- Enhancing employee experience and engagement.
- Best practices for talent development and retention.

## Unit 3:

### Innovative Organizational Development Practices:

- Techniques for improving organizational development.
- Leveraging technology to enhance development initiatives.
- Creating a positive organizational culture.
- Measuring and analyzing development outcomes.
- Addressing challenges in organizational development.

## Unit 4:

### Strategic Succession Planning:

- Implementing effective succession planning systems.
- Identifying and developing high-potential employees.
- Utilizing continuous feedback and coaching.
- Aligning succession planning with organizational goals.
- Adapting to succession planning trends.

## Unit 5:



## Future Workforce Strategies:

- Aligning workforce strategy with business objectives.
- Developing and implementing workforce policies and procedures.
- Enhancing leadership and management skills.
- Fostering a culture of continuous learning and development.
- Preparing for future workforce challenges and opportunities.