

# € TRAINING

Innovative Workforce Strategies





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## 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.