

Enhancing Manpower Planning & Training Management Course

Human Resource
Brussels (Belgium)
18 - 22 Aug 2025

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Enhancing Manpower Planning & Training Management Course

Ref: 3007_125944 **Date:** 18 - 22 Aug 2025 **Location:** Brussels (Belgium) **Fees:** 4400 **Euro**

Course Description

This comprehensive 5-day course equips participants with advanced skills in manpower planning and training management. Attendees will learn to develop strategic workforce plans, forecast future talent needs, and design effective training programs aligned with organizational goals. The course combines theoretical knowledge with practical applications to enhance participants' ability to optimize human capital and drive business success.

Learning Objectives

- Develop strategic manpower planning skills aligned with organizational objectives
- Master forecasting techniques to predict future workforce needs
- Design effective training programs that address skill gaps and enhance performance
- Implement best practices in talent management and succession planning
- Analyze and optimize training ROI and workforce productivity metrics

Course Modules

Day 1: Foundations of Strategic Manpower Planning

- Introduction to manpower planning concepts and methodologies
- Aligning workforce strategies with organizational goals
- Analyzing current workforce capabilities and future needs
- Developing a strategic manpower planning framework

Day 2: Workforce Forecasting and Analytics

- Advanced forecasting techniques for workforce planning
- Utilizing data analytics in manpower decision-making
- Predictive modeling for future talent needs
- Scenario planning and risk assessment in workforce strategies

Day 3: Training Needs Analysis and Program Design

- Conducting comprehensive training needs assessments
- Designing competency-based training programs
- Developing effective learning objectives and outcomes
- Integrating various training methodologies and technologies

A graphic of a chessboard with several chess pieces. A gold king piece is prominent in the foreground, with a silver pawn and a gold pawn nearby. The board has a checkered pattern, and there are concentric circles in the background.

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Day 4: Talent Management and Succession Planning

- Implementing talent management best practices
- Designing effective succession planning strategies
- Developing high-potential employees and future leaders
- Creating retention strategies for key talent

Day 5: Measuring Training Effectiveness and Workforce Optimization

- Evaluating training program effectiveness and ROI
- Implementing performance measurement systems
- Optimizing workforce productivity and efficiency
- Developing action plans for continuous improvement

Practical Wins for Participants

- A customized strategic manpower planning framework for their organization
- A comprehensive training needs analysis template and methodology
- A talent management and succession planning toolkit
- An action plan for implementing learned concepts in their workplace

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