Enhancing Manpower Planning & Training Management Course

22 – 26 November 2027
Brussels (Belgium)



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Why This Course

In a rapidly changing business landscape, organizations must anticipate workforce needs, close skill gaps, and align human capital with strategic priorities. Effective manpower planning and training management are essential to ensuring the right people, with the right skills, are in the right roles at the right time.

The Strategic Manpower Planning and Training Management program is an intensive 1-week course designed for HR professionals, workforce planners, and business leaders who aim to strengthen organizational capability through proactive talent and learning strategies. Participants will gain the knowledge, tools, and insights to forecast workforce demand, design impactful training programs, and drive organizational performance through people-centered planning and development.

What You'll Learn and Practice

By joining this program, you will:

- Develop strategic manpower planning frameworks aligned with organizational goals.
- Apply advanced forecasting and data analytics to anticipate future workforce needs.
- Conduct comprehensive training needs analyses and design competency-based programs.
- Implement best practices in talent management and succession planning.
- Measure training effectiveness and optimize workforce productivity and ROI.

The Program Flow

Day 1: Foundations of Strategic Manpower Planning

- Understanding the role of manpower planning in organizational success.
- Linking workforce strategies to corporate objectives and business outcomes.
- Assessing current workforce capabilities, skills, and demographics.
- Developing a sustainable manpower planning framework and roadmap.
- Workshop: Mapping current and future workforce needs.



Day 2: Workforce Forecasting and Analytics

- Forecasting techniques for manpower demand and supply.
- Leveraging data analytics and HR metrics for evidence-based planning.
- Using predictive modeling to anticipate workforce trends and risks.
- Conducting scenario planning for business continuity and workforce resilience.
- Exercise: Building a data-driven manpower forecasting model.

Day 3: Training Needs Analysis and Program Design

- Identifying skill gaps through training needs assessment TNA.
- Designing competency-based and outcome-driven training programs.
- Developing learning objectives aligned with business priorities.
- Integrating blended learning, e-learning, and experiential methods.
- Workshop: Designing a training program based on organizational needs.

Day 4: Talent Management and Succession Planning

- Implementing holistic talent management systems.
- Developing succession planning models for critical roles.
- Identifying, developing, and retaining high-potential employees.
- Building career development pathways and engagement strategies.
- Case Study: Creating a succession plan for leadership continuity.

Day 5: Measuring Training Effectiveness and Workforce Optimization

- Evaluating training effectiveness using ROI and Kirkpatrick models.
- Measuring workforce productivity and performance impact.
- Implementing continuous improvement in training and manpower planning.
- Developing actionable plans for workforce and capability optimization.
- Capstone Project: Creating a manpower planning and training optimization plan.

Individual Impact

- Gain the ability to design and execute strategic workforce and training initiatives.
- Strengthen analytical and planning capabilities for data-driven HR decisions.
- Build practical skills in competency mapping, forecasting, and ROI analysis.
- Enhance leadership and strategic thinking in managing human capital development.

Organizational Impact

- Align workforce planning and training strategies with business objectives.
- Anticipate and respond effectively to changing labor market demands.
- Improve employee capability, retention, and organizational agility.
- Maximize return on investment in talent and training initiatives.



Training Methodology

This program combines strategic frameworks, analytical tools, and practical application for maximum workplace impact. Learning methods include:

- Case studies from leading organizations in workforce strategy and training.
- Interactive workshops and data-driven exercises.
- Group projects on manpower forecasting and training design.
- Best-practice toolkits, templates, and HR analytics dashboards.
- Expert facilitation and peer learning discussions.

Beyond the Course

Upon completion, participants will be equipped to lead workforce and training strategies that drive sustainable organizational performance. They will return ready to:

- Build and implement comprehensive manpower planning frameworks.
- Conduct effective training needs analyses and design impactful programs.
- Integrate succession planning and talent management systems.
- Optimize workforce capability through continuous performance improvement.

