

Advanced Manpower Planning & Training Management Course

7 – 11 December 2026
Paris (France)

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Why This Course

In today's fast-paced business environment, aligning workforce strategies with organizational goals is critical for sustained success. Effective manpower planning and training management enable organizations to anticipate talent needs, optimize resources, and develop a skilled, agile workforce.

This intensive 5-day course equips HR professionals and managers with advanced strategies to forecast talent requirements, implement training programs, and build robust succession plans. Through a mix of theory, practical exercises, and case studies, participants gain the tools needed to make strategic HR decisions that drive organizational growth.

What You'll Learn and Practice

By participating in this course, you will:

- Develop strategic manpower planning skills aligned with organizational objectives.
- Master workforce forecasting and trend analysis techniques.
- Design effective training management systems to enhance employee capabilities.
- Implement succession planning strategies to secure long-term organizational success.
- Optimize resource allocation for maximum workforce efficiency.
- Apply data-driven HR strategies to support business growth and agility.

The Program Flow

Day 1: Foundations of Strategic Manpower Planning

- Evolution of manpower planning in modern organizations
- Aligning workforce strategies with business objectives
- Key components of an effective manpower planning process
- Assessing current workforce capabilities and gaps

Day 2: Workforce Forecasting and Analytics

- Advanced forecasting techniques for future talent needs
- Utilizing data analytics in workforce planning
- Trend analysis and its impact on manpower decisions
- Scenario planning for dynamic business environments

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A graphic of a chessboard with several chess pieces (king, queen, rook, knight, and pawns) in gold and silver. The board is checkered and has a subtle grid pattern.

Day 3: Training Management and Talent Development

- Designing comprehensive training programs
- Implementing effective learning and development strategies
- Measuring training effectiveness and ROI
- Integrating technology in training management

Day 4: Succession Planning and Talent Pipeline Management

- Creating robust succession planning frameworks
- Identifying and developing high-potential employees
- Building and managing talent pipelines
- Strategies for knowledge transfer and retention

Day 5: Strategic HR Management and Future Trends

- Aligning HR strategies with organizational goals
- Implementing agile HR practices for workforce flexibility
- Emerging trends in manpower planning and training
- Developing action plans for organizational implementation

Individual Impact

- Gain confidence in designing and implementing strategic manpower plans.
- Strengthen skills in workforce forecasting, training management, and succession planning.
- Develop practical tools for data-driven HR decision-making.

Work Impact

- Align workforce planning with business objectives for improved efficiency.
- Enhance employee capability through structured training and development programs.
- Build a sustainable talent pipeline to support organizational growth.
- Improve decision-making with analytics-driven HR strategies.

Training Methodology

The course employs a blend of interactive learning methods to ensure practical application:

- Case studies highlighting real-world HR and workforce planning scenarios.
- Hands-on exercises for forecasting, training program design, and succession planning.
- Group workshops for collaborative problem-solving and strategy development.
- Tools, templates, and frameworks to implement learning immediately in the workplace.

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A graphic of a chessboard with several chess pieces (king, queen, rook, knight, and pawns) in gold and silver, set against a background of concentric circles.

Beyond the Course

Participants will leave with:

- A customized strategic manpower plan tailored to their organization.
- A comprehensive training management framework ready for deployment.
- A toolkit of workforce forecasting and analytics techniques for ongoing planning.
- An actionable plan to strengthen succession planning and talent development processes.

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