Managing Talent Supply Chain: Strategic Workforce Planning

5 – 9 April 2027
Milan (Italy)



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Ref: 328700_225452 **Date:** 5 – 9 April 2027 **Location:** Milan (Italy) **Fees:** 5200 GBP

Course Description

This intensive 1-week course equips HR professionals and business leaders with the skills to develop and implement a strategic talent supply chain framework. Participants will learn to anticipate talent needs, optimize workforce planning, and create a unified talent experience that drives organizational success.

Learning Objectives

- Develop a strategic talent management framework aligned with business priorities
- Master proactive workforce planning and succession strategies
- Design a unified talent experience from employer branding to career management
- Implement data-driven talent management practices for impactful insights
- Create a talent supply chain that delivers a positive ROI for all stakeholders

Course Modules

Day 1: Strategic Talent Management Foundations

- Introduction to talent supply chain management
- Aligning talent strategy with business objectives
- Developing a talent philosophy and segmentation approach
- Creating a talent management framework

Day 2: Workforce Planning and Demand Forecasting

- Techniques for projecting critical job demand
- Talent supply and demand analysis
- Workforce analytics and data-driven decision making
- Identifying and addressing skill gaps

Day 3: Talent Acquisition and Succession Planning

- Employer branding and EVP development
- Recruitment strategies for the digital age
- Succession planning and talent pipeline building
- Talent mapping and review processes



Day 4: Talent Development and Retention

- Creating a culture of continuous learning
- Career pathing and internal mobility strategies
- Performance management and talent development
- Engagement and retention best practices

Day 5: Measuring and Optimizing Talent Supply Chain

- Key metrics for talent supply chain effectiveness
- Building talent dashboards and reports
- Continuous improvement in talent management
- Future trends in talent supply chain management

Practical Wins for Participants

- A customized talent management strategy aligned to your organization's goals
- Actionable workforce planning templates and tools
- A talent supply chain scorecard to measure and optimize performance
- A 90-day action plan to implement key learnings in your organization

