Workforce Planning

17 – 21 May 2027
Paris (France)



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Why This Course

In today's fast-changing business landscape, the ability to anticipate and plan workforce needs is a defining factor of organizational success. Workforce Planning provides a structured and forward-looking approach to ensure that the right talent, skills, and capabilities are available to meet current and future business demands.

This program integrates strategy, analytics, and human capital management, enabling participants to build agile workforce strategies that align people planning with long-term business objectives. Through hands-on tools and real-world insights, participants learn to forecast talent demand, identify skill gaps, and optimize workforce composition for sustainable growth.

What You'll Learn and Practice

By joining this program, you will:

- Understand the strategic purpose and scope of workforce planning.
- Learn quantitative and qualitative forecasting methods for workforce demand and supply.
- Analyze internal workforce data and external labor market trends.
- Identify critical roles and future skill requirements.
- Develop reskilling, succession, and workforce optimization plans.
- Build agile and adaptable workforce strategies that support business transformation.

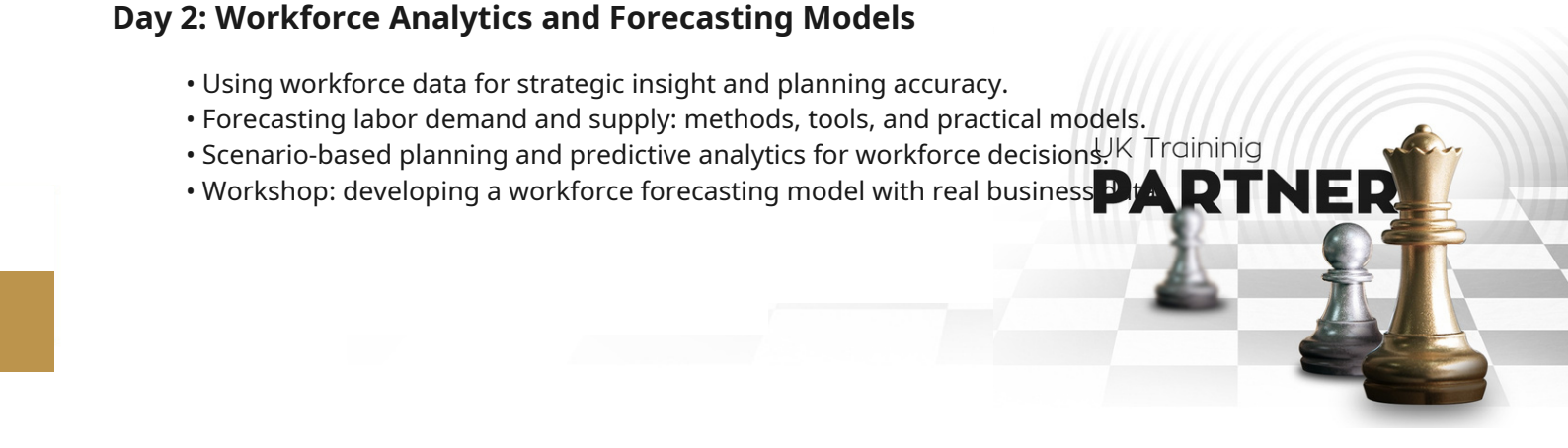
The Program Flow

Day 1: The Strategic Context of Workforce Planning

- The evolving role of workforce planning in modern organizations.
- Connecting business strategy to workforce design and capability planning.
- Key elements of a strategic workforce planning framework.
- Case study: strategic workforce alignment in a digital transformation context.

Day 2: Workforce Analytics and Forecasting Models

- Using workforce data for strategic insight and planning accuracy.
- Forecasting labor demand and supply: methods, tools, and practical models.
- Scenario-based planning and predictive analytics for workforce decisions.
- Workshop: developing a workforce forecasting model with real business data.



Day 3: Skills Mapping and Capability Assessment

- Identifying critical capabilities and future skill needs.
- Conducting skill gap and readiness assessments.
- Designing learning, upskilling, and redeployment initiatives.
- Exercise: building a skills heatmap for workforce transformation.

Day 4: Talent Architecture and Organizational Design

- Aligning roles, structures, and workforce composition with strategy.
- Integrating workforce segmentation and succession planning.
- Managing flexible, contingent, and hybrid workforces.
- Group project: designing a future-ready workforce structure for a case organization.

Day 5: Implementation, Governance, and Future Trends

- Governance frameworks for effective workforce planning execution.
- Embedding workforce planning into performance and financial cycles.
- The impact of automation, AI, and demographic shifts on workforce strategies.
- Action workshop: creating a multi-year workforce planning roadmap.

Individual Impact

- Gain practical expertise in forecasting, analysis, and strategic workforce design.
- Strengthen data-driven decision-making and HR analytical skills.
- Build confidence in leading workforce transformation and planning initiatives.
- Develop a proactive mindset for anticipating organizational talent needs.

Work Impact

- Align workforce planning with strategic and operational business objectives.
- Improve organizational agility and adaptability in a changing market.
- Reduce workforce risks by anticipating gaps and surpluses.
- Foster an integrated culture of strategic talent management and future readiness.

Training Methodology

This program combines strategic frameworks, data analytics, and interactive learning to ensure applied capability and measurable impact. Learning methods include:

- Case studies and benchmarking from leading organizations.
- Interactive data modeling and scenario planning sessions.
- Group projects and collaborative workforce design simulations.
- Guided exercises using workforce analytics tools and templates.
- Toolkits for long-term workforce planning implementation.



Beyond the Course

Upon completion, participants will be equipped to design and execute workforce plans that drive strategic agility, business resilience, and talent sustainability. They will leave prepared to transform workforce insights into actionable strategies — building organizations that are ready for the future of work.A

