

Organization and Workforce Planning: Strategies for Success

9 – 13 November 2026
Edinburgh (UK)

UK Training

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Ref: 322096_234549 **Date:** 9 – 13 November 2026 **Location:** Edinburgh (UK) **Fees:** 5200 GBP

Why This Course

In a rapidly changing business environment, organizations must anticipate future talent needs rather than react to them. Strategic workforce planning has become a critical capability that enables organizations to align people, skills, and structure with long-term business goals.

This intensive 5-day program is designed to help HR professionals and business leaders build a proactive, data-driven approach to workforce planning. It focuses on understanding current workforce capabilities, forecasting future needs, and developing practical solutions that ensure the organization has the right talent in place at the right time.

What You'll Learn and Practice

By joining this program, you will:

- Understand the strategic role of workforce planning in organizational success.
- Analyze current workforce capabilities and forecast future talent needs.
- Identify skill gaps and develop targeted solutions.
- Use data and metrics to support workforce planning decisions.
- Build flexible strategies that adapt to evolving business conditions.

The Program Flow

Day 1: Foundations of Strategic Workforce Planning

- Understanding key concepts and frameworks in workforce planning.
- Aligning workforce strategies with organizational objectives.
- Exploring the core components of an effective planning process.
- Engaging stakeholders and building strong communication channels.

Day 2: Workforce Analysis and Forecasting

- Conducting a detailed analysis of the current workforce.
- Forecasting future workforce requirements based on business trends.
- Identifying critical roles and essential competencies.
- Applying data analytics to support workforce insights.

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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.

Day 3: Gap Analysis and Solution Development

- Identifying workforce gaps and areas of surplus.
- Developing targeted talent management strategies.
- Building succession plans for key roles.
- Creating actionable plans to address workforce challenges.

Day 4: Implementation and Change Management

- Implementing workforce planning initiatives effectively.
- Managing change and supporting workforce transitions.
- Measuring outcomes and evaluating planning effectiveness.
- Adjusting strategies to reflect changing business needs.

Day 5: Advanced Topics and Future Trends

- Exploring the impact of technology and automation on workforce planning.
- Managing diverse and multi-generational teams.
- Addressing broader workforce considerations in complex environments.
- Understanding emerging trends shaping the future of work.

Individual Impact

- Strengthen your ability to plan and manage workforce needs strategically.
- Improve your analytical skills in forecasting and gap identification.
- Build confidence in using data to support HR decisions.
- Enhance your capability to design actionable workforce strategies.

Organizational Impact

- Align workforce capabilities with business objectives.
- Improve talent availability for critical roles.
- Strengthen succession planning and talent pipelines.
- Enable proactive decision-making and long-term workforce readiness.

Training Methodology

This program emphasizes practical application through:

- Case studies and real-world workforce planning scenarios.
- Interactive discussions and group exercises.
- Hands-on workshops in data analysis and strategy development.
- Practical tools and templates for immediate use.

A graphic of a chessboard with several chess pieces (a king, a queen, and a pawn) in the foreground. The text 'UK Training' is written in a small font above the word 'PARTNER' in a large, bold, black font.

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Beyond the Course

By the end of this program, participants will be equipped with the knowledge and tools needed to design and implement effective workforce planning strategies.

They will return ready to:

- Develop a structured workforce plan aligned with business goals.
- Identify and address talent gaps proactively.
- Use data and analytics to guide workforce decisions.
- Adapt workforce strategies to support future organizational growth.

This course enables professionals to transform workforce planning into a strategic advantage that supports resilience, agility, and long-term success.

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A graphic illustration of a chessboard with a checkered pattern. Three chess pieces are visible: a gold king, a silver pawn, and a gold pawn. In the background, there are concentric circles emanating from the king piece, suggesting a strategic or expansive theme.