STRATEGIC WORKFORCE PLANNING MASTERCLASS

18 - 22 Jun 2018, Miami
15 - 19 Oct 2018, California
INTRODUCTION

Attend this masterclass to get to grips with a new fully integrated approach to strategic workforce planning drawing in all the different facets to this business critical process. Not only does it explore the core components to workforce planning, this masterclass also shows how to move the approach from backroom black box operations to gaining a place in the organization’s strategic development process. Furthermore this top level approach will then inform the organization’s resourcing, talent management and talent development strategies.

This training seminar will highlight:

- The Breadth of Activity that is incorporated in Modern Workforce Planning
- The Need for Broad Stakeholder involvement in planning and implementing Workforce Planning
- Workforce Planning will depend on the business strategy of the organization
- The Need to Create a Flexible Workforce
- The Need to Adopt evidence-based HR Practices
- The Need for both a Broad Mindset and the ability to collaborate across the Organisation

OBJECTIVES

This masterclass aims to show you how to move from traditional manpower planning to modern strategic workforce planning, raising your profile and the effectiveness of the process.

At the end of this training seminar, you will learn to:

- Apply appropriate workforce planning tools and techniques to your business strategy
- Review your own practices and make appropriate changes
- Think both strategically and tactically to enable effective workforce planning
- Understand the core HR components of modern workforce planning to ensure alignment
- Overcome challenges to effective workforce planning and build on enablers
- Apply good ideas from colleagues from other organisations

TRAINING METHODOLOGY

Material will be presented by short presentation, case studies, and video clips aided by facilitation, and questioning to get the maximum learning from information presented. Discussion groups / action learning sets will also feature strongly for delegates to be able to share their knowledge and experience with the wider group in both learning about content (the ‘what’) as well as process (the ‘how’).

ORGANISATIONAL IMPACT

Chief Executives, around the world, say workforce planning is one of the big things that keeps them awake at night. Organisations that send delegates on this masterclass will benefit from the following:

- A realization that strategic workforce planning is a key business process and the one that drives much of HR activity
- An understanding of what a range of organisations do that may change the way strategic workforce planning is done
- Clarity on what needs to be done next either to start strategic workforce planning or improve existing processes
- Practical examples that delegates can take back and use in their workplace
- Getting ahead of the curve as strategic workforce planning correlates unambiguously with realizing business strategy and achieving desired business results

PERSONAL IMPACT

This is a career development opportunity for people involved in workforce planning to increase their knowledge and confidence in being able to take practical recommendations back to work and so progress their careers.

Particular benefits for participants are:

- Understanding the breadth of workforce planning to be able to make refinements to existing practices
- Reflection on current practice with the opportunity to add new ideas to the organization
- Facilitated discussion to solve current problems faced by delegates at work
- Rethink how current HR practices might be changed to enable career progression.

WHO SHOULD ATTEND?

Workforce planning typically involves the HR function, finance and senior line management so it is aimed at these key stakeholder groups.

This training seminar is suitable to a wide range of professionals but will greatly benefit:

- HR specialists in resourcing, talent and succession and L&D
- HR Business Partners
- Finance People involved in planning, strategic cost control
- Line Managers with responsibility for talent management
- Senior Managers with responsibility for resourcing their department / division / business
- Senior Managers with responsibility for defining and developing organizational strategy
DAY 1
The Context for, and Modern Approach to, Strategic Workforce Planning

- The Current Position with Workforce Planning
- Why strategic workforce planning is needed?
- Case Study Highlighting the Core Features of Effective Workforce Planning
- Leading Principles in Workforce Planning
- Understanding What your Business Strategy Means in Practice for Strategic Workforce Planning
- Identifying Strategic Roles in the Organisation

DAY 2
Understanding and Dealing with the Challenges of Workforce Segmentation

- Understanding and Managing the implications of Strategic Roles
- Segmenting the Workforce
- Managing the implications of Segmentation
- The Need for Data as the basis for informed decision making

DAY 3
Implementing Integrated Workforce Planning

- Best Practice vs. Bespoke Solutions
- Assessing the Current Position
- Identifying Alternative Strategies - using scenario planning
- Agreeing What the Future Organization Requires
- Understanding the Range of Resourcing Options

DAY 4
Bridging the Gap

- Challenges and Enablers for Effective Workforce Planning
- Review of Contemporary Learning by organisations in implementing Strategic Workforce Planning
- Applying the 6B Model to realise Organizational Strategy
- Reasons Why Strategic Workforce Planning Fails
- Introducing Strategic Workforce Planning is an exercise in Change Management

DAY 5
Bringing all the Aspects of Strategic Workplace Planning Together

- Translating the Theory to Practice - Action Learning Set(s) - facilitator - led session sharing challenges and suggesting solutions
- Creating a collaborative cross-functional approach to Workforce Planning
- Summary of Key Messages from Effective Workforce Planning Practices
- Summary of Key Learnings from delegates during the week
- Action Planning

This training seminar is pre-approved by HRCI (Human Resource Certification Institute) which qualify for general re-certification credit hours of HR Professionals. The use of this seal is not an endorsement by HR Certification Institute of the quality of the training seminar. It means that this training seminar has met HR Certification Institute's criteria to be pre-approved for recertification credit.
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<tr>
<th>Code</th>
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<th>Venue</th>
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<tr>
<td>HR041</td>
<td>18 - 22 Jun 2018</td>
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REGISTRATION DETAILS

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AUTHORIZED DETAILS

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PAYMENT DETAILS

☐ Please invoice my company
☐ Cheque payable to GLOMACS
☐ Please invoice me

CERTIFICATION

Successful participants will receive GLOMACS’ Certificate of Completion

4 WAYS TO REGISTER

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TERMS AND CONDITIONS

• Fees – Each fee is inclusive of Documentation, Lunch and refreshments served during the entire seminar.
• Mode of Payment – The delegate has the option to pay the course fee directly or request to send an invoice to his/her company/sponsor. Credit card and cheque payments are both acceptable.
• Cancellation / Substitution – Request for seminar cancellation must be made in writing & received three (3) weeks prior to the seminar date. A US$ 250.00 processing fee will be charged per delegate for each cancellation. Thereafter, we regret that we are unable to refund any fees due, although in such cases we would be happy to welcome a colleague who would substitute for you.
• Hotel Accommodation – is not included in the course fee. A reduced corporate rate and a limited number of rooms may be available for attendees wishing to stay at the hotel venue. Requests for hotel reservations should be made at least three (3) weeks prior to the commencement of the seminar. All hotel accommodation is strictly subject to availability and terms and conditions imposed by the hotel will apply.
• Attendance Certificate – a certificate of attendance will only be awarded to those delegates who successfully completed/attended the entire seminar including the awarding of applicable Continuing Professional Education Units/Hours.
• Force Majeure – any circumstances beyond the control of the Company may necessitate postponement, change of seminar venue or substitution of assigned Instructor. The Company reserves the right to exercise this clause and implement such amendments.
• Fair Access / Equal Opportunities – In the provision of its services as a world-class Training Provider, the Company is committed to provide fair access/equal opportunities throughout the delivery of its courses and assessment leading to the completion of training seminars or 3rd party qualifications/certifications.