

# STRATEGIC WORKFORCE PLANNING



**Dates and duration to be agreed**



**Location to be agreed**

Contact us for a customised quote



## OBJECTIVES

- Master the principles, methods and tools relating to strategic workforce planning.
- Master the description of jobs and the construction of an operational core competency and skills reference guide.
- Plan the management and strengthening of skills in relation to your organisation's strategy.



## THE + OF YOUR TRAINING

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## CONCERNED AUDIENCE

- Persons in charge of human resources.
- Persons in charge of training.
- Executives in charge of personnel management.
- Company directors or managers.
- General managers of administration.
- Executives of national companies and public establishments.



## GOOD TO KNOW

Participants are invited to bring along the documents from their structure in relation to the management of employment and skills (job descriptions, core competency reference guide, human resource procedure guide). Exemple de programme réalisable en 5 jours



## PEDAGOGICAL PROGRAMME

### Module 1

#### Approach and tools to set up strategic workforce planning

- Contributions of strategic workforce planning in human resource management.
- Pre-requisites of setting up a strategic workforce planning approach.
- Key actors in the approach: persons in charge of human resources, managers, employees.
- Managing staff in accordance with your organisation's strategy: workforce structure and age pyramid.
- Mapping jobs, and techniques to analyse and describe positions and jobs.
- Identifying the impact of changes on jobs and identifying sensitive work and populations.
- Creating a core competency and skills reference guide: design, writing and conditions for updating.



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### Module 2

#### Leading the strategic workforce planning approach to improve overall performance

- Managing the strategic workforce planning system: evaluating the skills at the heart of the system;
- strategic workforce planning dashboards;
- good governance of the strategic workforce planning approach;
- communicating and social dialogue.
- Strategic workforce planning as a decision-aid tool: anticipating staff redeployment;
- optimising the recruitment strategy;
- rationalising the pay policy;
- developing the training plan;
- managing mobility.



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**Prerequisites :** Have held or currently hold a position related to the training theme