

HR PORTFOLIO

Strategic Workforce Planning for HR Professionals

MCE Management Centre Europe®

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NEW

Strategic Workforce Planning for HR Professionals

Building the Workforce Your Organization Will Need



Plan the workforce together with the business. Analyse roles

WHO IS IT FOR

- HR directors and HR business partners
- Workforce planning and people analytics specialists
- Talent and organizational development leaders
- Mid-level managers who plan teams, capacity and skills with HR
- Finance and operations managers who plan capacity with HR

Basic comfort with spreadsheets is helpful.

LEVEL

New | Mid-level | Senior

WHAT YOU'LL LEARN, PRACTISE AND USE

Learn

- The planning process, from business strategy to workforce actions
- How AI changes demand for tasks, roles and skills
- Which data and models support workforce decisions

Practise

- Analysing a role task by task for AI impact
- Building workforce scenarios for a business case
- Running a supply–demand gap analysis

Use

- A workforce planning framework and toolkit
- A skills and gap map for one critical business area
- Your implementation plan

WHY THIS PROGRAMME MATTERS TO YOU

- Your annual headcount plan is out of date before the year starts. The business needs a plan that moves with it.
- AI is changing the tasks inside roles faster than job descriptions can follow.
- Executives ask HR hard questions: how many people, with which skills, where, and at what cost — over the next three years.
- The World Economic Forum identifies skills gaps as the primary barrier to business transformation. Closing them starts with planning.
- Workforce planning works when HR, finance and operations build it together — and HR is expected to lead.

KEY COMPETENCES

- Workforce Planning
- Scenario Planning
- Work Redesign
- Skills Mapping
- Workforce Analytics
- Business Partnering

Practical Information

FACE-TO-FACE

3 days

€3,795

LIVE ONLINE

3 days

€3,795

AVAILABLE IN-COMPANY

This programme is available as an in-company solution for your teams. mce.eu/inco

SCAN HERE

FULL OUTLINE, DATES & LOCATIONS →

3 DAYS · €3,795

Programme modules

DAY 1

MODULE 1

Why workforce planning must change

- From headcount budgets to strategic capability
- Linking workforce plans to business strategy
- Workforce planning maturity: where your organization stands

MODULE 2

Understanding workforce demand

- Business drivers and critical roles
- How AI and automation change demand for tasks and skills
- Scenario planning: several futures, not one forecast

DAY 2

MODULE 3

Redesigning work, task by task

- Breaking roles down into tasks
- What AI augments, what it automates, what stays human
- Designing new roles and career paths

MODULE 4

Understanding workforce supply

- Your current workforce: skills inventories and data
- Attrition, retirement and internal mobility
- Reading the external labour market

DAY 3

MODULE 5

Closing the gap

- Build, buy, borrow or automate
- Reskilling, hiring, contractors and flexible workforce models
- Costing the options and building the business case

MODULE 6

Making workforce planning stick

- Governance and partnership with finance and operations
- Workforce metrics and dashboards
- Your implementation plan, reviewed with peers

BUSINESS IMPACT

What your organization gains

- Workforce decisions based on scenarios, not guesswork
- An earlier view of skills gaps and workforce risks
- Lower cost of reactive hiring and restructuring
- HR and finance aligned on one workforce plan

Upcoming sessions

Dates and locations to be confirmed.

mce.eu/programmes/strategic-workforce-planning-for-hr-professionals/

Register at mce.eu

Also available in-company

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