

Masterclass on New Workforce Planning

MEDIUM : English

DURATION : 2 Days

This is a new program, which features the latest innovations, methodologies and software needed for the manpower planners and efficiency managers of the future. Based on the book *New Workforce Planning a-z*

Some key features of this program include

- The new approaches needed in Human resource planning
- Mastering organisational design
- Master the latest formula's and what software is needed
- This is probably one of the best manpower planning courses available anywhere

Training Methodology

This program will incorporate the very latest in approaches; learning will be enhanced by *practical exercises in team, case studies, new DVD*, specific to this topic.

Course Objectives

At the end of this program delegates will be able to:

1. Gain insights about strategic model besides being able to apply the change prediction tool in your work place
2. Determine the three types of organisational design and the approaches of downsizing and rightsizing work using the new formula for calculating the right size of an organization for contraction and growth
3. Strategize succession planning effectively by applying the three approach method
4. Recognize the strategies in producing predictive forecast information and its benefits to the organization
5. Understand the new productivity dash board and by what method data can be projected for future use.
6. Master the new formulas that works in today's workforce planning

Course Outline

Day One

1. Understanding the Structure and Strategy of Human Resource Planning

- Defining workshop objectives
- Distinguishing the difference between the old and new roles of manpower planning and the importance of applying the new roles of manpower planning instead of the old roles
- The meaning of HR strategy and how we are involved in the new strategic process map
- Establishing the ten(10) key strategic inputs for workforce planning

2. Approaches to Predict Organisational Change

- Identify factors that make change inevitable in the era where changes happens rapidly
- *Practical Exercise:* Predictive tools for organisational change – the MILLER model – delegates will get a copy of the questionnaire and a free copy of the DVD
- *Case Study:* The price of failing to act on changing circumstances – Nokia, Kodak and other industries.
- *DVD Clip:* How the change model works

3. Determine the Organisation Design by Numbers and how it should be done

- *Industry Examples:* The basis of organisational design: Symmetrical, Asymmetrical and People Centric.
- *Group Work & Case Study:* Downsizing and knowing the right way of doing it
- *Practical Exercises:* Rightsizing any organization and ways to use the formula to get the right size of any organization, number of people needed in managing growth and contraction
- *Discussion:* Distinguishing what's right for you → and your organization – Google v traditional design

4. Measuring the Value of your People – Are they your Most Valuable Resource or your Biggest Cost

- *Group Exercise:* Assessing the cost of the human resource by identifying which formulas to apply when calculating cost or value
- *Discussion:* Know the type of people in your organization – Talented, average or poor performers and their impact on others
- *Group Exercise:* Measuring the real value of each group type
- *Group Exercise:* You will find to your dismay how much poor performers actually cost the organisation
- Use of differentiation for pay structure

Day Two

5. Discover the Critical Formulas of Manpower Planning

- A must know – 52 formula's used by manpower planners less that 10 really work - delegate to get a free memory cube with all the formulas on
- *Discussion:* New approach to measure reliability of manpower planning
- Introducing some of the software that will work in producing good results
- *Case Study & DVD Clip:* How these new formulas really work – A case study on BMW

6. The Productivity Dashboard – Performance Measurement

- Evaluating and forecasting the competencies in the organization – How it relates to the overall organization quality
- Managing Performance
- Reliability – the missing element to secure sustainable productivity –how to measure it –and the software to automate this for managers.
- *Case Study:* Sysco case study – the real cost of avoidable turnover

7. Getting the Most from Employees – How to Reward for Results

- Using the productivity dash board to provide data for pay and rewards
- How a modern hopper pay scheme works base on the data from our dashboard
- Incorporating the use of goodies to get exceptional performance –at no extra cost.

8. Succession Planning and the Role of Workforce Planning

- Understand the role of workforce planning specifically related to succession planning
- Methods to improve the effectiveness of succession plans
- Three practical ways to improve effective succession planning and achieve organisational continuity



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