

# Strategic Talent management and Workforce planning

## COURSE OVERVIEW

In an evolving business landscape, organizations must ensure they have the right talent in place today and a pipeline ready for the future. This course empowers HR and business leaders with the strategic tools to attract, develop, and retain top talent while aligning workforce capabilities with long-term business goals.

Delegates will explore best practices in workforce analysis, succession planning, talent segmentation, and strategic alignment. The course emphasizes data-driven approaches to workforce planning and the integration of talent strategies into broader organizational development plans.

## WHO SHOULD ATTEND?

This course is ideal for HR Managers, Talent Acquisition Specialists, Organizational Development Professionals, Workforce Planners, learning and development officers, HR Business Partners, and Senior Leaders involved in strategic HR decision-making.

## COURSE OUTCOMES

Delegates will gain knowledge and skills to:

- Develop a strategic approach to managing talent across the employee lifecycle
- Align talent management plans with business strategy and workforce needs
- Conduct workforce analysis to identify current and future talent gaps
- Design and implement effective succession planning programs
- Utilize data to drive recruitment, retention, and development strategies
- Build a resilient, future-ready workforce through proactive planning
- Integrate performance, engagement, and development into talent strategies

## KEY COURSE HIGHLIGHTS

At the end of the course, you will understand:

- Strategic workforce planning models and forecasting techniques
- Talent mapping, segmentation, and pipeline development
- Succession planning tools and leadership development strategies
- Data analytics in workforce planning and decision-making
- Employer branding and talent attraction strategies
- High-potential identification and development planning
- Aligning learning, performance, and career growth for retention
- Templates for workforce analysis, talent dashboards, and action plans

All our courses are dual-certificate courses. At the end of the training, the delegates will receive two certificates.

1. A GTC end-of-course certificate
2. Continuing Professional Development (CPD) Certificate of completion with earned credits awarded