

Navigating the Workforce Analytics Journey



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Strategic Workforce Planning



Workforce
Dimensions

Workshop

OVERVIEW

This **two-day** workshop provides a context and practical framework for Strategic Workforce Planning - an ongoing process to identify the workforce needs of the future and reduce business execution risks.

The aim of Strategic Workforce Planning is to deliver a strategic and long-term people plan that will inform recruitment strategies, learning and development interventions, succession plans, retention strategies, job redesign and decisions on acquisitions & divestments

The syllabus of this workshop has been developed over the course of 10 years and is informed by multiple consulting engagements across a range of industry sectors.

The workshop is targeted at HR and Business professionals who are considering launching a Strategic Workforce Planning initiative in their organisation, or simply wish to learn more about aligning workforce composition to the strategic initiatives of the business.

LEARNING OUTCOMES

At the conclusion of the workshop delegates will be able to:

- Appreciate the context and business case for strategic workforce planning
- Understand a best practice and applicable workforce planning process
- Profile the current workforce to support the process
- Generate meaningful workforce demand and supply forecasts
- Analyse the gap between demand and supply and suggest intervention strategies
- Work in partnership with operational stakeholders to embed the process into the business planning cycle

WORKSHOP OUTLINE

Defining Strategic Workforce Planning

- Defining Strategic Workforce Planning
- A Comparison to Operation Planning
- Top Level Process Overview
- Understanding the socio-economic context of Strategic Workforce Planning

Activity: Examining how changing Technology, Market Conditions, Legislation and Workforce Attitudes can impact on Strategic Workforce Planning

A Framework for Strategic Workforce Planning (SWP)

- Presenting a detailed end-to-end process
- The impact of SWP on HR processes and functions

Activity: How SWP may impact on Business processes and functions

Introducing the Workshop Case Study

The workshop will feature a detailed case study that delegates will work through across the two days – this presents the opportunity to apply learning to a plausible scenario based on genuine consulting engagements

Critical Foundations to underpin the Process

- Primary and secondary Data Requirements
- Workforce Profiling
- Mapping data to Job Role or Discipline
- Senior Business Stakeholder Support
- The use of Enablement Technology

Strategic Analysis

- Defining Strategic Analysis – and why it's important
- Core Techniques
- The Importance of Stakeholder Interaction
- Identifying Key Job Roles

Case Study Exercise

Testing **Strategic Analysis** techniques using the scenario presented in the workshop case study

Forecasting Workforce Demand

- What is Demand Forecasting?
- Factors driving Workforce Demand
- Quantitative and Qualitative forecasting techniques – and the application of alternate scenarios
- The importance of meaningful and interactive Stakeholder Engagement; and how to facilitate Demand Workshops

Case Study Exercise

Testing **Demand Forecasting** techniques using the scenario presented in the workshop case study

Projecting Workforce Supply

- Quantitative projections using workforce profiling and historical people dynamics
- Applying a subjective overlay taking into account operational and environmental context
- The importance and application of workforce segmentation

Activity: How to effectively segment the workforce with a focus on Employee Turnover

Case Study Exercise

Testing **Supply Projection** techniques using the scenario presented in the workshop case study

Gap and Risk Analysis

- Assessing the nature, magnitude and the risk associated with the gap between Demand and Supply
- Understanding the change in skills associated with the execution of each job role
- The use of graphics to illustrate the gap between demand and supply

Case Study Exercise

Testing **Gap Analysis** techniques using the scenario presented in the workshop case study

WORKSHOP OUTLINE (CONTINUED)

Developing Intervention Strategies

- What is the optimum mix of plausible interventions – e.g. Recruit, Retain, Retrain, Release, Acquire, Dispose – for each role
- Quantifying Cost Implications
- Assigning Responsibilities
- Measuring Success

Case Study Exercise

Developing appropriate Intervention Strategies based on the output from preceding workshop case study exercises

Final Observations

- A Summary of Key Learning Points
- Next Steps back in the Workplace
- Access to additional resources

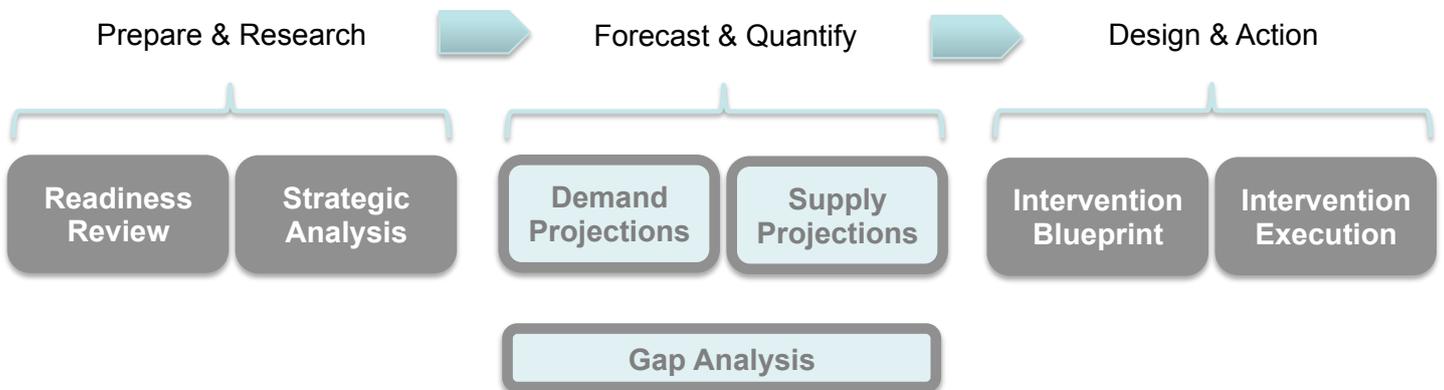
Our Approach

Our style is to run interactive sessions with time allocated for planned and ad-hoc group discussion in addition to the formal activities and case study exercises detailed in the workshop outline.

The facilitator will be happy to discuss and examine specific challenges facing delegates, and how the generic process could be adapted to align with the context of their business.

METHODOLOGY

The workshop content and order reflects the methodology we apply to consulting engagements and aligns with the following generic process:



FACILITATOR

Sam Hill has 15 years experience in the field people analytics and strategic workforce planning as a practitioner, consultant and educator; he is an experienced conference speaker and has designed and delivered in excess of 50 workshops focusing across this subject matter.

Sam is founder and managing consultant at Workforce Dimensions Limited.

On a personal level he is a member of the CIPD Analytics Advisory panel; creating and delivering content on behalf of the professional association for HR in the UK.

Sam was formally Head of Workforce Analytics and People Reporting at British Telecom.

ABOUT WORKFORCE DIMENSIONS

Workforce Dimensions partners with organisations who seek to understand and maximise the contribution their people make to business imperatives - we help organisations make accelerated progress on the People Analytics journey. With all our engagements our goal is to leave clients best placed to deliver insight that genuinely drives workforce and business decisions.

Our core proposition is to **Advise, Educate, Collaborate** and **Share** exclusively within the field of People Analytics and Strategic Workforce Planning.

We run this workshop publically and in-house on request.

For more information please contact: info@workforcedimensions.co.uk