Course Outline

Day 1
From Strategy to Organizational Design and Working Ratios

- Introductions and Our Program Objectives
- The Key Difference between Manpower Planning and New Workforce Planning
- The Importance of a Strategic Approach in Workforce Planning
- The Use of the Organizational Maturity Tool - *How to predict change?*
- The Critical Inputs of Workforce Planning
- How Organizations are Designed?
- The Current Types of Organizational Design
- **Innovations in Reporting Ratios – *What the future holds including the impact of Artificial Intelligence (AI)? The post COVID scenario on the future of work***

Day 2
Our Role in Organizational Productivity

- Collecting The Information
- Understanding The Ingredients – *Competency and How to Measure It?*
- Understanding and Measurement of Performance Information
- Reliability – *What is it? How to Measure and Improve It?*
- Measurement of Reliability – *New Tools – Great Results*
- The Value of Time and People - *Essential Calculations and Information*

Day 3
Trends Correlations and Useful New Formulas

- What are Trends?
- Correlations
- Trend Information For Growth
- Trend Information For Contraction, with the introduction of A.I. and home working

- Formulas That Work – *How to Calculate Accurate Turn Over and Cohort Analysis*

Day 4
Downsizing, Rightsizing & Workflow Management in the new world of employment

- What is the Difference between Downsizing and Rightsizing?

- Techniques For Rightsizing

- Downsizing The Organization

- Calculating the Value of Rightsizing

- Using Workflow Management to Improve Efficiency

- How much can you improve productivity by?

- Making The Financial Case – *What is the added value here?*

Day 5
The Workforce Planning Dashboard – Business Process Mapping, Succession and Emergency Planning, A New Look at Pay and Rewards

- Understand The Value of Workforce Planning Dashboard

- Importance of Staff Satisfaction

- Why do we need Business Process Mapping?

- What it has to offer?

- How to Draw Business Process Maps & Calculate The Value of Improvement?

- Emergency Planning –*For People*

- A New Approach to Critical Succession Planning - *Transform Your Succession Planning Approach Using The New Approaches and Identify What's Best For Your Organization*

- Techniques to Fit People into The Right Job –*Latest Psychological Approaches*

- Innovations in Pay and Rewards Using a Hopper System and Other New Approaches such as self - financing bonus systems