

5-day Interactive Training Course

Innovations in Workforce Planning & Organisational Development

Strategic Approach in Workforce Management and Organisational Growth

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| 03 Jun - 07 Jun 2024 | Oxford - UK | US\$ 5,950 |
| 12 Aug - 16 Aug 2024 | Dubai - UAE | US\$ 4,950 |
| 23 Sep - 27 Sep 2024 | Nevada - USA | US\$ 6,950 |
| 02 Dec - 06 Dec 2024 | Dubai - UAE | US\$ 4,950 |
| 31 Mar - 04 Apr 2025 | Dubai - UAE | US\$ 4,950 |



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About the Course

Tailored for HR professionals and leaders, the 5-day interactive Innovations in Workforce Planning & Organisational Development training course provides a transformative exploration of key areas essential in navigating the contemporary organisational landscape. Centered around unlocking the impact of Organisational Development (OD) on HR strategies, the programme guides delegates through strategies for effective change leadership, fostering learning cultures, and identifying future leaders.

A significant emphasis is placed on talent and competency management, covering collaborative and efficient talent strategies, leveraging technology for engaging talent acquisition, and building competencies crucial for organisational success. Soft skills mastery, efficient communication, ongoing feedback mechanisms, and strategies for fostering employee engagement contribute to an efficient work environment.

Optimising workforce excellence remains central, addressing strategic recruitment, innovative compensation strategies, performance appraisal best practices, agile training, and analytics for informed workforce planning. It concludes by addressing the challenges and opportunities of the modern workplace, covering topics such as work-life balance, ethical talent management, fairness, and adeptly managing remote work scenarios. Through interactive discussions, practical exercises, and case studies, delegates gain valuable insights and hands-on experience. Delegates are equipped with the knowledge and skills necessary to drive positive change, foster organisational development, and excel as leaders in the ever-evolving field of human resources.

Core Objectives

The delegates will achieve the following objectives:

- Apply innovative workforce planning strategies to enhance day-to-day operational efficiency
- Lead and implement strategic organisational development initiatives fostering a resilient and growth-focused workplace culture
- Implement advanced HR practices to optimise talent acquisition, management, and competency development
- Apply effective leadership and change management strategies in real-world scenarios

- Implement tools for clear communication, ongoing feedback, and employee engagement, creating a practical and collaborative work environment
- Implement data-driven decision-making using HR metrics and analytics to drive informed organisational development strategies.

Training Approach

This training course adopts a dynamic, engaging training approach that integrates theory with practical application, ensuring delegates grasp essential concepts and gain hands-on experience. The methodology encourages active participation, fosters critical thinking, and enhances problem-solving skills. Its approach combines engaging lectures, real-world case studies, group activities, and practical exercises to foster a dynamic learning experience. Interactive discussions and peer-to-peer scenario sharing enhance delegate involvement and deepen their understanding of applying theoretical concepts in workforce planning and organisational development.

In addition, continuous Q&A opportunities ensure clarity while delegates actively contribute by creating actionable implementation plans tailored to their organisational contexts. This comprehensive approach ensures the immediate applicability of the learned concepts.

The Attendees

This training course is designed to benefit a diverse range of professionals across various organisational levels and functions.

Likewise, it will be valuable to the professionals but not limited to the following:

- Human Resources Managers and Specialists
- Organisational Development Professionals
- Individuals in Leadership Positions
- Mid to Senior Level Managers
- Executives and Decision-Makers
- Professionals Aiming for HR Innovation

DAILY DISCUSSION

DAY ONE

SHAPING HR STRATEGIES WITH CHANGE, LEADERSHIP, AND INNOVATION

- Organisational Development's Impact on HR Strategies
- Strategies for Effective Organisational Change
- Learning Culture for Ongoing Growth and Innovation
- Spotting and Fostering Future Leaders
- HR Metrics for Informed Organisational Development

DAY TWO

MASTERING TALENT AND COMPETENCY EXCELLENCE

- Collaborative and Efficient Talent Management
- Leveraging Technology and Social Media for Engaging Talent Acquisition
- Learning Management Systems (LMS)
- Building Competencies for the Organisational Future
- Competency-Based HRM

DAY THREE

FOSTERING EFFICIENT WORK ENVIRONMENT

- Tools and Techniques for Fostering Clear and Impactful Communication within Teams
- Implementing Ongoing Feedback Mechanisms for Employee Development
- Employee Engagement and Motivation for a Collaborative and Productive Workplace
- The Importance of a Strategic Approach in Workforce Planning
- Diverse and Inclusive Workplace for Innovation

DAY FOUR

OPTIMISING WORKFORCE EXCELLENCE

- Strategic Recruitment Approaches for Attracting Top Talent
- Innovative Compensation Strategies for High-performance Teams
- Performance Appraisal Best Practices Aligned with Organisational Goals
- Agile Training Methods for Rapid Skill Development and Adaptation
- Strategic Workforce Planning Analytics

DAY FIVE

NAVIGATING MODERN WORKPLACE DYNAMICS

- Strategies for Achieving Work-life Balance in a Fast-paced Environment
- Ethical Dilemmas in Talent Management
- Ensuring Fairness and Transparency in HR Practices
- Navigating the Challenges and Opportunities of Remote Work
- Addressing Safety and Security Issues Modern Organisations Face



THE CERTIFICATE

XCalibre Training Centre Certificate of Completion will be provided to delegates who attended and completed the training course.