

# STRATEGIC WORKFORCE PLANNING AND HR ANALYTICS

RESETTING YOUR ORGANISATION IN THE NEW ECONOMY: A 'BEST PRACTICE' APPROACH TO STRATEGIC WORKFORCE PLANNING AND HR ANALYTICS

23 - 24  
MARCH 2021

ONLINE DELIVERY

## EXPLORE

- ▶ How to reset your organisation in the post pandemic era
- ▶ Integration of five human capital models that underpin strategic workforce planning
- ▶ Measure what matters - reconfigure HR data to provide new and deeper workforce insights
- ▶ Determine the current status and maturity of your workforce strategy and analytics models
- ▶ Apply workforce analytics to build human capital and drive change
- ▶ Apply a structured approach to forecasting and planning the workforce
- ▶ Align strategic workforce planning and metrics with the business strategy
- ▶ Improve workforce ROI with a 'best practice' HRM architecture model
- ▶ Identify and differentiate roles, including critical roles, 'make' and 'buy' roles
- ▶ HR data dashboard presentations linked to the bottom line' for making evidenced based, people decisions
- ▶ Improve data integration governance
- ▶ Construct a strategic workforce plan document, including the content and process

## EXPERT FACILITATOR



Colin Beames  
Principal  
Advanced Workforce Strategies

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## ABOUT THE EVENT

Boards, CEOs and Executives are starting to think about how best to reset their organisations in the new economy. Whilst the future may still be somewhat unclear, inevitably there will be less financial resources available, with the need to rationalise services and products, and otherwise surgically focus on what really matters to the 'bottom line'.

Typically the labour workforce is the largest cost item in the budget and the biggest driver of business success. So how should the workforce be best configured and managed for a sustainable future? Past assumptions need to be examined and deeper questions asked.

This hands-on, two-day training course will explore the 4 M's of SWP: Mindsets, Models, Measures and Methodologies, designed to analyse your current workforce strategies and project your future needs, adopting 'best practice' principles to propel your business.

## TRAINING DELIVERY AND PRE-COURSE QUESTIONNAIRE

This workshop will be delivered using a three tiered approach. The structure of each session is as follows:

1. Technical overview and review of research into the topic area under discussion
2. Practical application of management principles in the review of case studies, worked examples and interactive exercises
3. Discussion of outcomes and implementation issues

Workshop participants will have the opportunity to include comments and questions about issues outlined in the program by way of a pre-course questionnaire. This feedback will enable the course facilitator to adjust content accordingly. The workshop has limited places to allow for customisation, greater interactivity and for individual concerns to be addressed.

## DAY ONE

### Workforce trends in Australia, including COVID-19 and digital disruption

- ▶ Analyse key trends shaping the future of work
- ▶ Working-From-Home (WFH) – pros and pitfalls
- ▶ Key challenges of digitisation in the workplace
- ▶ Embrace Agile as a new organisational paradigm
- ▶ 4 role types in the digital age

### Exercise: Digitisation and its impact on your business

### A '4M approach to SWP: Mindsets, Models, Measures and Methodology

- ▶ Executive engagement, arguing the business case for strategic workforce planning
- ▶ Explain the difference between strategic workforce planning and workforce planning
- ▶ Identify 12 traps in strategic workforce planning and analytics
- ▶ Five ways to build human capital

### Exercise: Determine status and maturity of workforce strategy and analytics models

### Critical capabilities, core competencies and organisational strategy

- ▶ A 9 value creation and enablement framework
- ▶ Create tighter linkages between talent management and strategic workforce planning
- ▶ A 3 level pyramid model for identifying the critical capabilities and core competencies of your business
- ▶ Link role importance to the business strategy

### Improve workforce ROI with a best practice HRM architecture model

- ▶ Adopt a skills-based workforce segmentation approach
- ▶ Explore the influence of hierarchy on critical roles
- ▶ Match role value with talent, including the adverse consequences if you don't
- ▶ Develop differentiated workforce policies and practices
- ▶ Analyse and report on your people assets through workforce segmentation

## DAY TWO

### **EVPs, the psychological contract and workforce segmentation**

- ▶ Link recruitment to the workforce strategy
- ▶ Link EVPs to engagement, retention and organisational strategy
- ▶ Profile EVPs for roles in your agency, both the tangibles and the intangibles

### **Unlock the true value of your data**

- ▶ Advanced analytic techniques and tools
- ▶ Measure what matters - categorising demographic, org process and predictive data
- ▶ Strategies to improve data ownership, integrity and governance
- ▶ Develop deeper workforce insights and make evidence-based decisions

### **Exercise: Assess HR analysis and reporting in your agency**

### **Advanced data insights to power people decisions**

- ▶ HR data visualisation for actionable insights, including the bottom line impacts
- ▶ Assess and address workforce risk, including succession planning, ageing workforce, etc.
- ▶ Project your legacy workforce into the future if you do nothing

### **Develop and implement a successful Strategic Workforce plan**

- ▶ Key steps for developing a successful strategic workforce plan
- ▶ Define and communicate responsibilities - HR, executives, and business leaders
- ▶ The 3 parts of a strategic workforce plan document

### **Review - key learnings and takeaways**

## WHO WILL ATTEND?

- ▶ HR professionals, managers, directors & executives
- ▶ Workforce planning professionals
- ▶ People & performance professionals
- ▶ People & culture / OD professionals
- ▶ Talent management professionals
- ▶ Recruitment & retention professionals
- ▶ HR analysts / Data analysts
- ▶ Business forecasting / Business & strategic planners

## YOUR FACILITATOR

Colin Beames is the Managing Director of Advanced Workforce Strategies, a firm that provides consultancy services in the areas of workforce strategic planning, role analysis including critical role identification, workforce segmentation and configuration, workforce analytics including the measurement and reporting of human capital, workforce engagement and retention surveys (including key talent risk assessment), and organisational reviews.

He has published a number of books and white papers on Strategic Workforce Planning, Critical Role Identification, and Adopting an Agile Approach to Talent Management.



**Colin Beames**  
Principal  
Advanced Workforce Strategies

## WORKSHOP SCHEDULE

- 8.30 - 9.00 Sign in
- 9.00 - 10.40 Session One
- 10.40 - 11.00 Morning Tea
- 11.00 - 12.30 Session Two
- 12.30 - 1.30 Lunch
- 1.30 - 3.00 Session Three
- 3.00 - 3.20 Afternoon Tea
- 3.20 - 4.30 Session Four
- 4.30 Close of Workshop

# Strategic Workforce Planning and HR Analytics

23 - 24 March 2021

Online Delivery

# Booking Form

Event Reference: CWA0321A - O  
Priority Code: I

## Registration Information

Organisation Name

Address Suburb State Postcode

Booking Contact Information

Title Full Name Position Email Phone

## Delegate Information

# Title Full Name or TBA Position Email

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## Your Investment

Options (per person)	Rapid Action Rate Register and pay by 26 November	Value Plus Rate Register and pay by 22 December	Super Saver Rate Register and pay by 27 January	Early Bird Rate Register and pay by 23 February	Standard Rate
Qty Workshop	\$1895 + GST = (\$2084.50)	\$1995 + GST = (\$2194.50)	\$2095 + GST = (\$2304.50)	\$2195 + GST = (\$2414.50)	\$2295 + GST = (\$2524.50)
Discounted off standard rates :	<b>Save up to \$400</b>	<b>Save up to \$300</b>	<b>Save up to \$200</b>	<b>Save up to \$100</b>	All Prices listed in Australian Dollars

<b>Group Discounts Available:</b>	<b>10% off Standard Rate</b> Team of 3 - 4	<b>15% off Standard Rate</b> Team of 5 - 7	<b>25% off Standard Rate</b> Team of 8+
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**Note:** Course materials included. Travel and accommodation are NOT included. Registration Options are per person only.

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