

STRATEGIC PLANNING & WORKFORCE ANALYTICS WORKSHOP

ESSENTIAL SKILLS TO MANAGE YOUR WORKFORCE MORE EFFECTIVELY

22 - 23
APRIL 2020

ONLINE DELIVERY

EXPLORE

- ▶ Understand key trends impacting the changing nature of work & workers
- ▶ Digital disruption & its implication for strategic workforce planning
- ▶ Use meaningful data & metrics to plan in a disruptive environment
- ▶ Enhance organisational agility & customer centricity
- ▶ Align strategic workforce planning & metrics with the business strategy
- ▶ Identify critical roles, specialist roles, 'make' versus 'buy' roles
- ▶ Achieve actionable insights through appropriate workforce segmentation
- ▶ Develop deeper workforce insights to maximise ROI with a best practice HRM architecture model
- ▶ Profile the Employment Value Proposition (EVP) for various roles
- ▶ Improve data integration governance
- ▶ Apply workforce analytics to gauge human capital & drive change

EXPERT FACILITATOR



Colin Beames
Principal
Advanced Workforce Strategies



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ABOUT THE EVENT

In the competitive corporate world, businesses must be equipped with the knowledge and resources to deliver consistent outcomes. Simultaneously, organisations must overcome the challenges of a dynamic and disruptive environment. Creating a tactical workforce plan through accurate analytics and meaningful data will allow your business to thrive in the face of changing industry demands.

This hands-on, two-day training course will explore the tools designed to project the future needs of an organisation and establish the best practices to propel your business. You'll learn to gauge human capital, engage leadership and employees, and align your metrics with your organisation's strategy. You'll also learn how to increase return and navigate change in the market landscape.

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 digital disruption

- ▶ Analyse key trends shaping the future of work
- ▶ Key impacts of digitisation in the Australian workforce market in 2020
- ▶ Embrace Agile as a new organisational paradigm
- ▶ Forecast future workforce requirements in the digital world

Exercise: Digitisation and its impact on your business

Mindsets, models, measures and methodology

- ▶ Executive engagement, arguing the business case for strategic workforce planning
- ▶ Differentiate strategic workforce planning from workforce planning
- ▶ Identify trends and traps in strategic workforce planning and analytics
- ▶ Analyse five ways to build human capital

Exercise: Determine status and maturity of workforce strategy

Critical capabilities, core competencies and organisational strategy

- ▶ Identify the critical capabilities and core competencies of your business
- ▶ Create tighter linkages between talent management and strategic workforce planning

Segmenting your workforce with a best practice HRM architecture model

- ▶ Segmentation fundamentals to manage workforce assets as a portfolio
- ▶ Explore the influence of hierarchy on critical roles
- ▶ One size doesn't fit all - maximise the ROI from your workplace
- ▶ Adopt a skills-based segmentation approach

DAY TWO

EVPs, the psychological contract and workforce segmentation

- ▶ Link recruitment to workforce strategy
- ▶ Achieve actionable insights through appropriate data segmentation
- ▶ Link EVPs to engagement, retention and business strategy
- ▶ Profile EVPs for roles in your agency

Unlock the true value of your data

- ▶ Measure what matters - categorising demographic, org process and predictive data
- ▶ Strategies to improve data ownership, integrity and governance
- ▶ Calculate the cost of turnover by workforce segmentation
- ▶ Deeper workforce insights and, evidence-based decisions

Exercise: Assess HR analysis and reporting in your agency

Advanced data insights to power people decisions

- ▶ Data visualisation for actionable insight, including bottom-line impacts
- ▶ Assess and address workforce risk, including succession planning
- ▶ Build confidence in data through effective and influential communication
- ▶ Legacy workforce projections and forecasting future recruitment needs

Develop and implement a successful strategic workforce plan

- ▶ Key steps to develop a successful strategic workforce plan
- ▶ Communicate and define responsibilities within your business
- ▶ Wrap up, 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.



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Principal
Advanced Workforce Strategies



WE ARE GOING VIRTUAL!

Events will be delivered live with the assistance of Video Streaming technology to allow delegates and speakers to participate and interact from their office, their home or wherever they may be. Some events may include both in person and remote access elements depending on the situation. Information regarding these arrangements will be sent to affected delegates and speakers directly.

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
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				

Your Investment

Options (per person)
Qty

Value Plus Rate
Register and pay by 31 January

Super Saver Rate
Register and pay by 28 February

Early Bird Rate
Register and pay by 27 March

Standard Rate

	Workshop	\$1695 + GST = (\$1864.50)	\$1795 + GST = (\$1974.50)	\$1895 + GST = (\$2084.50)	\$1995 + GST = (\$2194.50)
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Discounted off standard rates :	Save up to \$300	Save up to \$200	Save up to \$100	All Prices listed in Australian Dollars
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Group Discounts Available:	10% off Standard Rate Team of 3 - 4	15% off Standard Rate Team of 5 - 7	20% off Standard Rate Team of 8+
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TOTAL incl GST	
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Note: Course materials, refreshments & lunches are included. Travel and accommodation are NOT included. Registration Options are per person only.

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Payment is required prior to attending this event.

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Card Type Visa MasterCard American Express

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Please quote ref CWA0420A - M and registrant name

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Authorising Manager's Details: This registration is invalid without a signature

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