

STRATEGIC WORKFORCE PLANNING AND HR ANALYTICS

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

22 - 23
JUNE 2020

ONLINE DELIVERY

EXPLORE

- ▶ Explore COVID-19 implications, digital disruption & implications for SWP
- ▶ Understand key trends impacting on the changing nature of work & workers
- ▶ Align workforce strategies with the business strategy
- ▶ Identify critical roles, specialist roles, 'make' vs 'buy' roles
- ▶ Segment your workforce based on the most prominent model in HR architecture
- ▶ Profile the Employment Value Proposition (EVP) for various roles, based on the psychological contract
- ▶ Improve data integration and governance
- ▶ Become a data driven organisation using HR data to achieve deeper workforce insights
- ▶ Enhance organisational agility & customer centricity

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 digital disruption

- ▶ Key impacts of the COVID-19 to organisations and workers
- ▶ 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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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 8 May

Super Saver Rate

Register and pay by 22 May

Early Bird Rate

Register and pay by 5 June

Standard Rate

Workshop

\$1695 + GST = (\$1864.50)

\$1795 + GST = (\$1974.50)

\$1895 + GST = (\$2084.50)

\$1995 + GST = (\$2194.50)

Discounted off standard rates :

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All Prices listed in Australian Dollars

Group Discounts Available:	10% off Standard Rate	15% off Standard Rate	20% off Standard Rate
	Team of 3 - 4	Team of 5 - 7	Team of 8+

TOTAL incl GST

Conditions: Group Discounts apply for bookings made simultaneously. Only one discount applies. Group discounts apply to standard rates only. Group discounts are not applicable to Value Plus, Super Saver and Early Bird rates. Discounts cannot be applied retrospectively and must be claimed at the time of booking. Liquid Learning Group reserves the right to have sole discretion on an organisation's eligibility for discounts.

Note: Course materials included. Registration Options are per person only.

Payment Details

Payment is required prior to attending this event

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