

STRATEGIC WORKFORCE PLANNING AND HR ANALYTICS WORKSHOP

RESETTING YOUR ORGANISATION IN THE NEW ECONOMY:

A 'Best Practice' Approach to Strategic Workforce Planning and HR Analytics

5 - 6
JULY 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

BOOK
BEFORE
26 FEBRUARY,
SAVE
\$500



VIRTUAL EVENT

Attend from anywhere!

START YOUR LEADERSHIP JOURNEY!

Call +61 2 8239 9711 Priority Code - 1



LIQUIDLEARNING
bebetter

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 a business focused corporate psychologist and Managing Director of Advanced Workforce Strategies (AWS). He is a global thought leader in SWP, an international presenter, author and consultant. AWS provides services in the areas of strategic workforce 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 the following topics: Strategic Workforce Planning, Critical Role Identification, 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

