



*Training Course:
Strategic Workforce Planning (SWP)*

*9 - 13 February 2026
London (UK)*

Training Course: Strategic Workforce Planning (SWP)

Training Course code: HR235903 From: 9 - 13 February 2026 Venue: London (UK) - Training Course Fees: 5500 € Euro

Introduction

This 5-day program is based on the globally recognized [HCI Human Capital Institute Strategic Workforce Planning](#) framework. It is designed to empower HR professionals, business leaders, and strategic planners with the skills to proactively align workforce capabilities with long-term organizational objectives.

Participants will explore practical models, real-world tools, and strategic approaches to identify workforce gaps, analyze trends, and develop dynamic workforce plans that support business growth and transformation.

Objectives

By the end of this course, participants will be able to:

- Understand the strategic role of workforce planning in organizational success.
- Apply HCI's SWP model to assess current and future talent needs.
- Use scenario planning and environmental scanning to forecast talent trends.
- Identify skill gaps and design targeted workforce strategies.
- Integrate workforce plans into broader business planning cycles.

Target Audience

- HR and Talent Management Professionals
- Strategic Workforce Planners
- Organizational Development Leaders
- Business Unit Managers
- HR Business Partners
- Consultants supporting HR transformation

Outlines:

Day 1:

Foundations of Strategic Workforce Planning

- Understanding workforce planning: Strategic vs. operational
- Business drivers and workforce alignment
- Introduction to HCL's SWP model
- Identifying the purpose and scope of SWP in your organization
- Stakeholder alignment and governance

Day 2:

Environmental Scanning and Internal Analysis

- Macro trends affecting workforce supply and demand PESTLE analysis
- Internal data assessment: workforce analytics and metrics
- Identifying critical roles and core capabilities
- Creating a current state workforce profile
- Introduction to risk and readiness models

Day 3:

Forecasting and Scenario Planning

- Demand forecasting techniques and tools
- Supply analysis and attrition modeling
- Building "what-if" scenarios
- Scenario planning exercises: best case, worst case, and most likely
- Defining future talent needs and workforce scenarios

Day 4:

Gap Analysis and Strategy Development

- Performing a strategic gap analysis
- Identifying workforce risks and vulnerabilities
- Building strategic responses: build, buy, borrow, bot automation
- Developing workforce strategies: recruiting, development, succession

- Integrating diversity, equity, and inclusion DEI into SWP

Day 5:

Implementation, Monitoring, and Communication

- Action planning: from strategy to execution
- KPIs and measuring workforce planning success
- Communicating SWP insights to stakeholders
- Embedding SWP into business rhythm and planning cycles
- Final group activity: Presenting a strategic workforce plan

Registration form on the Training Course: Strategic Workforce Planning (SWP)

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