



*Training Course:  
The Manpower Planning Masterclass*

*23 - 27 November 2026  
Milan (Italy)*

## Training Course: The Manpower Planning Masterclass

Training Course code: HR3045 From: 23 - 27 November 2026 Venue: Milan (Italy) - Training Course Fees: 5775 € Euro

### Introduction

In today's highly competitive and globalized business environment, **Manpower Planning** has evolved from an operational HR task into a **strategic business imperative**. Organizations that succeed are those capable of anticipating future workforce needs, aligning talent strategies with corporate objectives, and optimizing the utilization of human capital.

This Masterclass, designed by **Global Horizon Training Center**, provides a structured and practical approach to workforce planning by integrating strategic models, predictive analytics, and real-world business applications. Participants will learn how to move beyond reactive hiring toward a **proactive, data-driven manpower planning framework**.

The program emphasizes balancing organizational requirements with individual career development, enabling participants to make informed decisions regarding **developing internal talent versus external recruitment**, while ensuring sustainable workforce readiness.

By the end of the program, participants will possess the knowledge and tools required to **design, implement, and optimize manpower planning systems** that directly contribute to organizational performance and long-term success.

### Program Objectives

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

- Apply advanced strategic models in manpower planning
- Analyze and forecast workforce trends using predictive techniques
- Convert workforce data into measurable financial insights
- Enhance recruitment, interviewing, and performance appraisal systems
- Develop structured methodologies for presenting workforce strategies
- Utilize organizational measurement tools at both macro and individual levels
- Implement effective manpower planning processes aligned with business strategy
- Design actionable workforce plans based on global best practices

### Target Audience

- HR Managers and Workforce Planning Specialists
- Talent Management and Organizational Development Professionals
- Business Managers involved in resource planning
- Senior professionals responsible for strategic HR decisions
- Anyone involved in workforce strategy and planning

## Training Outline

### Day 1: The Dynamic Role of Manpower Planning

- Program introduction, objectives, and expectations
- Modern HR models and future organizational structures
- Strategic importance of Human Resource Manpower Planning HRMP
- Organizational transformation and workforce implications
- Right-sizing strategies and decision-making tools
- The four pillars of manpower planning:
  - Strategic focus
  - Data and analytics
  - Workforce planning
  - People development
- Case study: Workforce transformation
- Daily review and reflection

### Day 2: Strategic Foundations of Manpower Planning

- Developing a strategic HR and workforce planning map
- Using structured templates for workforce alignment
- Measuring organizational maturity as a planning trigger
- Translating strategy into operational workforce plans
- Data collection and business analytics for decision-making
- Delivering workforce plans on time and within budget
- Workshop: Building a workforce planning framework
- Daily review

### Day 3: Forecasting, Trends & Workforce Analytics

- Understanding workforce trends and predictive analysis
- Utilizing forecasting tools and predictive software
- Measuring workforce relationships and performance indicators
- Unit cost analysis in manpower planning
- Competency frameworks and individual performance metrics
- Managing employee expectations and career alignment
- Behavioral techniques for performance forecasting
- Practical exercise: Workforce forecasting model
- Daily review

### Day 4: Workforce Supply & Organizational Optimization

- Strategic approaches to manpower supply
- Succession planning models:
  - Talent pools
  - Individual development
  - Strategic replacement
- Pre-selection techniques for critical roles
- Role of psychometric testing and assessment centers

- Workforce re-engineering and optimization
- Business impact analysis of manpower planning
- Case study: Workforce supply optimization
- Daily review

#### Day 5: Integrating Manpower Planning for Maximum Impact

- Integrating manpower planning with performance systems
- Limitations of traditional appraisal systems
- Advanced talent identification strategies:
  - Talent pools
  - Headhunting
  - Individual selection
- Cross-functional collaboration for workforce success
- Building an integrated manpower planning system
- Final workshop: Designing a complete manpower strategy
- Program review, action planning, and certification

## Registration form on the Training Course: The Manpower Planning Masterclass

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

### Delegate Information

Full Name (Mr / Ms / Dr / Eng): .....  
 Position: .....  
 Telephone / Mobile: .....  
 Personal E-Mail: .....  
 Official E-Mail: .....

### Company Information

Company Name: .....  
 Address: .....  
 City / Country: .....

### Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): .....  
 Position: .....  
 Telephone / Mobile: .....  
 Personal E-Mail: .....  
 Official E-Mail: .....

### Payment Method

- Please find enclosed a cheque made payable to Global Horizon
- Please invoice me
- Please invoice my company

### Easy Ways To Register

Telephone:  
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place.

Fax your completed  
registration  
form to: +20233379764

E-mail to us :  
info@gh4t.com  
or training@gh4t.com

Complete & return the  
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to: Global Horizon  
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