



*Training Course:
The Manpower Planning Masterclass*

*30 November - 4 December 2026
Kigali (Rwanda)*

Training Course: The Manpower Planning Masterclass

Training Course code: HR3045 From: 30 November - 4 December 2026 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € 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

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or training@gh4t.com

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3 Oudai street, Aldouki,
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