



*Conference:  
Manpower Organisation, Succession Planning &  
Trend Analysis*

*23 - 27 November 2026  
Barcelona (Spain)*

## Conference: Manpower Organisation, Succession Planning & Trend Analysis

Conference code: CO8171 From: 23 - 27 November 2026 Venue: Barcelona (Spain) - Conference Fees: 6300 € Euro

### Introduction

This unique course provides participants with all they need to know about the new manpower planning cycle -now called Human Resource Planning HRP. This has become the fastest growing and most dynamic area in today's Human Resources Departments. In some organizations, its value is fully recognized and it becomes a department in its own right. The new manpower planning requires a complete set of new skills, tools and software. This advanced program will show you what needed and what results can be achieved.

- Find out about the software needed for predictive manpower planning
- Master the way to do organizational charts, and manager/ supervisor ratios
- The new approach used in this program will provide a very high ROI on your investment
- Benefit from manpower utilization research completed in 2010

### Objectives

- Use the new linear strategic model works for manpower planning
- Calculate and produce convincing results from manpower data including predictive trends
- How each segment of the manpower model works, data collection, analysis and succession planning
- Design and master the ability to construct organizational charts and ratios
- Know what software to use for predictive trend analysis and forecasting
- Be able to draw a business process map and understand how to do business process re-engineering.

### Target Audience

- HR managers and HR business partners involved in workforce planning and organizational design
- Manpower planning and HR planning specialists
- Talent acquisition and recruitment professionals
- Organizational development and workforce analytics professionals
- Compensation and benefits specialists involved in workforce structuring and reward systems
- HR analysts working with forecasting, HR data, and workforce trends
- Senior HR executives and department heads responsible for strategic HR planning
- Operations and business managers involved in staffing, productivity, and resource allocation
- Consultants in HR transformation, workforce optimization, and business process re-engineering

- Professionals responsible for succession planning and organizational restructuring
- Anyone involved in forecasting manpower needs, organizational design, and workforce optimization

## Outlines

### Day 1: Manpower Strategy and Organisational Analysis Area 1

- The critical role of the new manpower planning activity
- Getting strategic timelines for effective manpower planning
- The new strategic model and the 10 critical inputs
- Emergency planning -the critical role of manpower planning
- Predicting when the organization needs to change - use of the land model
- The land model - questionnaire
- Case study on Manpower planning -what should manpower planning do?
- Case study and review

### Day 2: Organisational Design, Down Sizing, Right-Sizing and Employee to Manager Ratios

- How organizations are designed
- Organizational design and its two major faults for the 21st century
- The rules that apply to determine manpower levels - Exercise F and group feedback
- The value of team working and its impact on management levels and productivity
- Downsizing - Case study and group work
- Right-sizing - case study
- Right-sizing - group exercise

### Day 3: The Three Key Functions of Today's Manpower Planners

- The three areas, Strategic focus, Manpower analysis and predictive forecasting area 2 and Situation fulfillment
- Manpower analysis - data and projections - what is involved
- Critical data needed and software to do the job
- Understanding performance - data needed

- Understanding competencies - data needed
- Understanding productivity - data needed
- Critical software needed to action the above -demonstration
- Case study, rightsizing and producing a workflow improvement in an existing organization

#### Day 4: Situational Fulfillment of Manpower Area 3

- Understanding the "right" principle
- Trend analysis, retrospective, and projective techniques
- Use of Monte Carlo simulation - demonstration and discussion
- Manpower data correlations - the financial advantage to the organization
- Succession planning - the three option approach
- Group development for succession planning - option 1
- Individual and deputy selection - option 2
- External selection - use of head hunters - option 3

#### Day 5: The Five Critical Processes That Support Manpower Planning

- 1 Pay and rewards - the psychological contract
- 2 Recruitment - new techniques = new results
- Innovations in interviewing since 2008
- 3 Training - making training effective and measurable
- 4 The critical role of performance appraisal
- Business process re-engineering -demonstration and practical exercise

## Registration form on the Conference: Manpower Organisation, Succession Planning & Trend Analysis

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