

Strategic Workforce Planning

A Virtual Webinar focused on integrating and implementing proactive human capital planning initiatives

What is Workforce Planning and why is it important?

Workforce planning is a strategic process that involves an organization proactively planning ahead to ensure that it does not oversupply or undersupply the necessary talent it needs to meet its business objectives. In essence a workforce plan looks at the tools to identify the appropriate staff levels to justify budget allocation. Unfortunately many companies fail to properly staff their organization thus creating the need for layoffs or out-of-control hiring tactics. When companies fail to properly plan their workforce needs, their organization can suffer immensely from lower employee morale, a disengage workforce, higher turnover and a poor image among

other impacts. However, effective workforce planning increases productivity and improves retention because the company has the right number of people, in the right positions, at the right time.

Who will Benefit from this webinar

This webinar is designed to provide a broad overview of workforce planning and to teach small business practitioners the art of planning ahead.

What are the Learning Objectives

- ◆ How the business cycle (boom and bust) affects staffing levels
- ◆ The importance of creating a systematic process that is integrated, methodical, and ongoing.
- ◆ Managing the talent pipelines
- ◆ Creating action plans and strategies to meet these plans

Who should attend

This course is designed for managers, small business owners or anyone responsible for talent management within an organization