MAWA EVENTS

Address: No. 857, Block A2. Leisure Commerce Square - No 9., 46150 Petaling Jaya, Selangor, Malaysia

Phone: +601116373203 | **Email:** info@mawaevents.net

STRATEGIC WORKFORCE PLANNING MASTERCLASS

""Aligning Talent Demand with Business Strategy for Future-Ready Organizations""

Schedule

Date	Venue	Fees (Face-to-Face)
12 – 13 Feb 2026	Dubai, UAE	USD 1995 per delegate
04 – 05 Mar 2026	Dubai, UAE	USD 1995 per delegate
26 – 27 Aug 2026	Manama, Bahrain	USD 1995 per delegate

► **Available delivery methods:** Face-to-Face & Online Training

Introduction

Strategic workforce planning (SWP) is a vital tool for ensuring that an organization has the right people, in the right roles, at the right time. With rapid digital disruption, demographic shifts, and evolving business models, HR leaders must move beyond reactive hiring and instead plan workforce capabilities with agility and precision.

This intensive two-day masterclass equips participants with practical models, tools, and strategies to anticipate talent needs, address skills gaps, and align workforce strategies with long-term business goals. Participants will gain insight into scenario modeling, capacity forecasting, and future-proofing their organization's workforce.

Objectives

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

- Understand the components and benefits of strategic workforce planning.
- Align workforce plans with business objectives and market shifts.
- Conduct current and future state capability assessments.
- Apply workforce segmentation and scenario planning techniques.
- Build a workforce planning model with demand and supply analysis.
- Communicate workforce insights to HR and executive stakeholders.

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Why Attend

- Prepare your workforce to meet future business needs.
- Gain tools to close capability and capacity gaps proactively.
- Learn how to model different workforce futures and plan accordingly.
- Influence leadership with evidence-based talent strategies.
- Strengthen HR’s role in strategic decision-making.

Target Audience

This program is designed for:

- HR strategists and workforce planners
- Talent acquisition and talent development professionals
- HR business partners and organizational designers
- Finance and operations leaders involved in headcount planning
- Leaders driving digital and business transformation

Individual Benefits

Key competencies that will be developed include:

- Strategic thinking and talent foresight
- Forecasting, scenario modeling, and headcount analysis
- Stakeholder influence and presentation of insights
- Change readiness and workforce transition planning
- Data interpretation and decision support

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Stronger alignment between workforce and business strategy
- Better forecasting of critical roles and talent pipelines
- Smarter resourcing decisions across geographies and functions
- Faster response to skills gaps and organizational change
- Enhanced collaboration between HR, finance, and operations

Instructional Methodology

- Strategy Lectures – SWP models and business alignment
- Tools – Demand-supply matrices, scenario maps, segmentation models
- Case Studies – Workforce responses to market changes
- Group Exercises – Planning under uncertainty and disruption
- Templates – SWP scorecards, capability assessments, planning dashboards
- Peer Coaching – Reviewing and refining each other’s SWP strategies

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Course Outline

Detailed 2-Day Course Outline

Training Hours: 7:30 AM – 3:30 PM Daily Format: 2–3 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

Day 1: SWP Strategy, Alignment, and Gap Analysis

- **Module 1: What is Strategic Workforce Planning? (07:30 – 09:30)**
- Key components of SWP and global trends
- Shifting from operational to strategic talent planning
- Benefits and barriers to effective implementation
- **Module 2: Aligning Workforce and Business Strategy (09:45 – 11:15)**
- Translating business objectives into workforce needs
- Strategic drivers: market growth, transformation, and disruption
- Linking capabilities to organizational priorities
- **Module 3: Workforce Supply & Demand Analysis (11:30 – 01:00)**
- Data sources for forecasting talent supply and demand
- Identifying skill gaps and critical role clusters
- Workforce segmentation and labor market dynamics
- **Module 4: Workshop – Gap and Risk Mapping (02:00 – 03:30)**
- Building a workforce gap analysis and risk matrix
- Group review of talent implications

Day 2: Scenario Planning, Strategy, and Execution

- **Module 5: Scenario-Based Workforce Planning (07:30 – 09:30)**
- Building scenarios for uncertainty and disruption
- Using business cases to drive flexible planning
- Tools for “what if” workforce simulations
- **Module 6: Workforce Strategy Options – Build, Buy, Borrow, Automate (09:45 – 11:15)**
- Assessing options based on cost, risk, and time
- Internal development vs. external sourcing
- Integrating automation and gig workforce planning
- **Module 7: Gaining Stakeholder Buy-In (11:30 – 01:00)**
- Communicating workforce insights with impact
- Engaging leaders through dashboards and scorecards
- Presenting recommendations and ROI narratives
- **Module 8: Final Planning Exercise and Wrap-Up (02:00 – 03:30)**
- Presenting draft SWP plans
- Peer feedback and coaching
- Personal action planning and next steps

Certification

Participants who complete the program will receive a Certificate of Completion in **Strategic Workforce Planning Masterclass** , recognizing their readiness to build, lead, and support enterprise-wide workforce planning strategies..

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Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
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