MAWA EVENTS

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

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

ORGANIZATION AND WORKFORCE PLANNING

"Align People, Strategy, and Structure for Sustainable Organizational Success."

Schedule

Venue (InHouse)	Fees
At Your Organization Premises	Ask For The Quotation

Introduction

In an ever-changing business landscape, effective organization and workforce planning are critical to achieving strategic goals. Organizations must ensure they have the right people, in the right roles, with the right skills — at the right time.

Organization and Workforce Planning is a strategic HR program that equips participants with tools and methodologies to align workforce capabilities with organizational objectives. The course explores how to forecast talent needs, identify skill gaps, design organizational structures, and develop workforce strategies that support long-term growth and adaptability.

Through a blend of practical exercises and strategic frameworks, participants will learn to transform workforce data into actionable insights, driving efficiency, agility, and performance across the enterprise.

Objectives

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

- Understand the strategic importance of organization and workforce planning.
- Align organizational design and workforce strategies with business objectives.
- Conduct workforce analytics and identify current and future talent gaps.
- Develop short- and long-term workforce plans to meet organizational needs.
- Design effective organizational structures and reporting relationships.
- Apply scenario planning and forecasting models for workforce demand and supply.
- Create succession and talent pipelines for critical roles.
- Develop an implementation roadmap to monitor and evaluate workforce plans.

MAWA EVENTS

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

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

Why Attend

Workforce planning is no longer a reactive HR process — it's a strategic necessity. This course empowers HR professionals, managers, and business leaders to take a proactive approach in shaping their organization's future.

By attending, you will gain the skills to anticipate workforce challenges, optimize staffing levels, and make data-driven decisions that support organizational agility and resilience. This training ensures that your organization remains future-ready, competitive, and capable of responding to emerging business opportunities.

Target Audience

This course is ideal for:

- HR Managers and HR Business Partners
- Workforce Planning Specialists
- Organizational Development Practitioners
- Talent Management and Recruitment Professionals
- Department Heads and Line Managers
- Business Strategists and Analysts
- Anyone involved in planning, structuring, or managing workforce strategies

Individual Benefits

- Gain a deep understanding of workforce planning principles and practices.
- Learn to analyze workforce data and translate it into strategic insights.
- Develop forecasting and modeling skills for workforce supply and demand.
- Strengthen your strategic HR and business planning capabilities.
- Enhance your ability to support leadership in decision-making.
- Build confidence in designing and implementing workforce strategies.

Organizational Benefits

- Improve alignment between workforce strategy and business goals.
- Reduce skill gaps and optimize resource utilization.
- Strengthen talent pipelines and succession planning.
- Increase organizational agility and responsiveness to market changes.
- Enhance data-driven decision-making and workforce analytics capability.
- Build a sustainable, high-performing organizational structure.

Instructional Methodology

This course adopts a blended and interactive approach, featuring:

- Practical case studies and real-world business examples
- Strategic planning workshops and exercises
- Workforce analytics and scenario planning simulations
- Group discussions and problem-solving sessions
- Tools, templates, and frameworks for immediate workplace application
- Instructor-led sessions with feedback and guidance

MAWA EVENTS

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

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

Course Outline

Module 1: Introduction to Organization and Workforce Planning

Module 2: Strategic Alignment Between Business Goals and Workforce Strategies

Module 3: Workforce Analytics – Assessing Current Workforce Profiles

Module 4: Forecasting Future Workforce Needs and Talent Demand

Module 5: Identifying Skills Gaps and Developing Workforce Scenarios

Module 6: Designing Organizational Structures and Role Frameworks

Module 7: Talent Acquisition, Retention, and Succession Planning

Module 8: Technology and Tools in Workforce Planning

Module 9: Implementing and Monitoring Workforce Plans

Module 10: Building a Future-Ready, Agile Workforce

Certification

Upon successful completion, participants will receive a Certificate in Organization and Workforce Planning, demonstrating their ability to strategically align human capital with organizational objectives and to design adaptive workforce plans for sustained performance.

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.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation’s unique goals.

In-House / Customized Training Interested in running this course for your team? Please contact us:	TEL: **+601116373203**	EMAIL: **info@mawaevents.net**

Follow us: **Facebook** **Twitter** **YouTube** **LinkedIn** **Instagram**

© Material published by MAWA Events shown here is copyrighted. All rights reserved. Any unauthorized copying, distribution, use, dissemination, downloading, storing (in any medium), transmission, reproduction or reliance in whole or any part of this course outline is prohibited and will constitute an infringement of copyright.