GLOBAL TRAINING INSTITUTE

Career Development & Succession Strategies



GTI - Coordination Office and International Relations (Accredited Programs)

Course Description

The Career Development & Succession Strategies training course offers a transformative approach to HR management, emphasizing the impact of artificial intelligence and post-COVID changes on workforce dynamics. Participants will learn the latest techniques and strategies to enhance organizational efficiency, including the use of predictive forecasting and effective succession planning. The course is designed to provide practical insights and tools that will enable HR professionals and business leaders to create a high-performing, agile workforce that aligns with organizational goals.

Who Should Attend

This course is tailored for:

- HR personnel responsible for workforce planning and organizational design.
- Strategic planners and succession planners.
- Organizational development professionals and department heads.
- Anyone interested in HR analytics, workforce measurement, or transforming HR into a profit center.
- Graduates in management development programs and those looking to upgrade their workforce planning skills.

Course Objectives

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

- Assemble key inputs to form a strategic workforce plan.
- Analyze organizational change models to forecast changes effectively.
- Utilize new formulas for workforce planning and discard outdated methods.
- Interpret and select the b1est organizational design models.
- Apply predictive forecasting techniques using existing data.
- Master new methods for succession planning and emergency planning.
- Demonstrate the financial impact of workforce management initiatives.

Course Content

Strategic Workforce Planning Fundamentals

- Differentiating between traditional manpower planning and innovative workforce strategies.
- Understanding critical inputs and the importance of a strategic approach in workforce planning.
- Exploring the impact of artificial intelligence and post-COVID changes on workforce dynamics.

Organizational Design and Productivity

- Analyzing different organizational design models and their effectiveness.
- Measuring performance and reliability, including new measurement tools.
- Assessing the value of time and human resources in organizational productivity.

Trend Analysis and Predictive Forecasting

- Identifying trends and correlations that influence workforce planning.
- Utilizing trend information for organizational growth and contraction.
- Implementing formulas for accurate turnover and cohort analysis.

Succession Planning and Rightsizing

- Understanding the differences between downsizing and rightsizing.
- Techniques for effective rightsizing and improving organizational efficiency.
- Making the financial case for organizational change initiatives.

Workforce Planning Tools and Techniques

- Developing a workforce planning dashboard for real-time insights.
- Utilizing business process mapping to enhance operational efficiency.
- Innovating pay and reward systems to align with organizational goals.