

STRATEGIC PLANNING & WORKFORCE ANALYTICS WORKSHOP

ESSENTIAL SKILLS TO MANAGE YOUR WORKFORCE MORE EFFECTIVELY

12 & 13
NOVEMBER 2019
CLIFTONS BRISBANE

EXPLORE

- ▶ Understand key trends impacting on the changing nature of work & workers
- ▶ Digital disruption & its implication for strategic workforce planning
- ▶ Use meaningful data & metrics to plan in a disruptive environment
- ▶ Enhance organisational agility & customer centricity
- ▶ Align strategic workforce planning & metrics with the business strategy
- ▶ Identify critical roles, specialist roles, 'make' vs 'buy' roles
- ▶ Achieve actionable insights through appropriate workforce segmentation
- ▶ Develop deeper workforce insights to maximise ROI with a best practice HRM architecture model
- ▶ Profile the Employment Value Proposition (EVP) for various roles
- ▶ Improve data integration governance
- ▶ Apply workforce analytics to gauge human capital & drive change

EXPERT FACILITATOR



Colin Beames
Principal
Advanced Workforce Strategies

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ABOUT THE EVENT

In the competitive corporate world, businesses must be equipped with the knowledge and resources to deliver consistent outcomes. Simultaneously, organisations must overcome the challenges of a dynamic and disruptive environment. Creating a tactical workforce plan through accurate analytics and meaningful data will allow your business to thrive in the face of changing industry demands.

This hands-on, two-day training course will explore the tools designed to project the future needs of an organisation and establish the best practices to propel your business. You'll learn to gauge human capital, engage leadership and employees, and align your metrics with your organisation's strategy. You'll also learn how to increase return and navigate change in the market landscape.

WHO WILL ATTEND?

- ▶ HR professionals, managers, directors and executives
- ▶ Workforce planning professionals
- ▶ People and performance professionals
- ▶ People and culture / OD professionals
- ▶ Talent management professionals
- ▶ Recruitment and retention professionals
- ▶ HR analysts / Data analysts
- ▶ Business forecasting / Business and strategic planners

YOUR FACILITATOR

Colin Beames is the Managing Director of Advanced Workforce Strategies, a firm that provides consultancy services in the areas of workforce strategic planning, role analysis including critical role identification, workforce segmentation and configuration, workforce analytics including the measurement and reporting of human capital, workforce engagement and retention surveys (including key talent risk assessment), and organisational reviews.

He has published a number of books and white papers on Strategic Workforce Planning, Critical Role Identification, and Adopting an Agile Approach to Talent Management.



Colin Beames
Principal
Advanced Workforce Strategies

12 NOVEMBER DAY ONE

Workforce trends in Australia, including digital disruption

- ▶ Analyse key trends shaping the future of work
- ▶ Key impacts of digitisation in the Australian workforce market in 2019
- ▶ Embrace Agile as a new organisational paradigm
- ▶ Forecast future workforce requirements in the digital world

Exercise: Digitisation and its impact on your business

Mindsets, models, measures and methodology

- ▶ Executive engagement, arguing the business case for strategic workforce planning
- ▶ Differentiate strategic workforce planning from workforce planning
- ▶ Identify trends and traps in strategic workforce planning and analytics
- ▶ Analyse five ways to build human capital

Exercise: Determine status and maturity of workforce strategy

Critical capabilities, core competencies and organisational strategy

- ▶ Identify the critical capabilities and core competencies of your business
- ▶ Create tighter linkages between talent management and strategic workforce planning

Segmenting your workforce with a best practice HRM architecture model

- ▶ Segmentation fundamentals to manage workforce assets as a portfolio
- ▶ Explore the influence of hierarchy on critical roles
- ▶ One size doesn't fit all - maximise the ROI from your workplace
- ▶ Adopt a skills-based segmentation approach

13 NOVEMBER DAY TWO

EVPs, the psychological contract and workforce segmentation

- ▶ Link recruitment to workforce strategy
- ▶ Achieve actionable insights through appropriate data segmentation
- ▶ Link EVPs to engagement, retention and business strategy
- ▶ Profile EVPs for roles in your agency

Unlock the true value of your data

- ▶ Measure what matters - categorising demographic, org process and predictive data
- ▶ Strategies to improve data ownership, integrity and governance
- ▶ Calculate the cost of turnover by workforce segmentation
- ▶ Deeper workforce insights and, evidence-based decisions

Exercise: Assess HR analysis and reporting in your agency

Advanced data insights to power people decisions

- ▶ Data visualisation for actionable insight, including bottom-line impacts
- ▶ Assess and address workforce risk, including succession planning
- ▶ Build confidence in data through effective and influential communication
- ▶ Legacy workforce projections and forecasting future recruitment needs

Develop and implement a successful strategic workforce plan

- ▶ Key steps to develop a successful strategic workforce plan
- ▶ Communicate and define responsibilities within your business
- ▶ Wrap up, key learnings and takeaways

