

Strategic HR Management: Optimize Workforce through Planning and Audit

14 – 18 December 2026
Vienna

AGILE LEADERS
Training Center

AGILE LEADERS
Training Center

Strategic HR Management: Optimize Workforce through Planning and Audit

Ref: 36103_8148 **Date:** 14 – 18 December 2026 **Location:** Vienna **Fees:** 5700 Euro

Human Resource Planning and Audit

Overview:

This comprehensive and interactive course, "Human Resource Planning and Audit," delves into strategic human resource planning, ensuring you gain the skills needed to optimize your organization's workforce. Covering essential topics such as HR audit, manpower planning, ROI in HR planning, and succession planning, this course equips HR professionals with the tools to align HR strategies with corporate goals. Through case studies and interactive sessions, you'll learn to assess competencies, structures, and functional roles within your HR department. Whether you're a seasoned HR manager or just beginning your HR journey, this course will empower you to make informed decisions, driving your organization's success through effective human resource planning and audit.

Target Audience:

- HR professionals, managers, and executives seeking to enhance their strategic HR planning and audit skills.
- Individuals aiming to bridge skill gaps and advance their careers in the HR field.
- Participants looking to align HR practices with organizational objectives.

Targeted Organizational Departments:

- HR departments and HR teams responsible for talent management.
- Executive leadership involved in workforce optimization and strategic planning.

Targeted Industries:

- Businesses across diverse industries aiming to elevate their HR practices.
- Organizations facing evolving regulatory requirements and competitive landscapes.

AGILE LEADERS
Training Center

Course Offerings:

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

- Understand strategic HR planning and its importance in organizational success.
- Conduct an HR audit and assess competencies, structures, and strategies.
- Align HR practices with corporate mission and vision statements.
- Strategically plan for workforce development and succession.
- Apply ROI metrics to measure the effectiveness of HR planning initiatives.

Training Methodology:

Through a mix of lectures, case studies, group work, interactive sessions, and feedback discussions, participants will gain practical insights and hands-on experience, making the learning process engaging and effective.

Course Toolbox:

Participants will receive:

- Comprehensive workbooks on HR planning and audit.
- HR audit checklists and templates for assessment.
- Reading materials and online resources for further learning and reference.

Course Agenda:

Day 1: The Great Human Resource Turnaround

- Topic 1: Understanding Human Resource Planning and Audit
- Topic 2: The Role of Strategic HR Planning in Business Success
- Topic 3: ROI in Human Resource Planning
- Reflection & Review: Consolidating Day 1 Learnings

AGILE LEADERS
Training Center

Day 2: Basics of Human Resource Planning

• Topic 4: Defining Corporate Mission and Vision Statements

• Topic 5: Key Components of Strategic Human Resource Planning

• Topic 6: Identifying HR Planning Challenges

• Reflection & Review: Recapitulating Day 2 Insights

Day 3: Strategic Manpower Planning

• Topic 7: Analyzing Strategic Planning in Core HR Areas

• Topic 8: Forecasting Future HR Needs

• Topic 9: Strategies for Attracting and Retaining Talent

• Reflection & Review: Assessing Day 3's Core Concepts

Day 4: Strategic Succession Planning

• Topic 10: Succession Planning Principles and Best Practices

• Topic 11: Talent Development and Training Initiatives

• Topic 12: Mitigating Succession Risks

• Reflection & Review: Reflecting on Day 4's Succession Insights

Day 5: Human Resource Audit

• Topic 13: Introduction to HR Audit and Its Importance

• Topic 14: Conducting a Comprehensive HR Audit

• Topic 15: Writing an Effective HR Audit Report

• Reflection & Review: Reviewing Key Takeaways from the Course

AGILE LEADERS
Training Center

How This Course is Different from Other HR Management Courses:

Unlike standard HR management courses, "Human Resource Planning and Audit" goes beyond theoretical concepts to equip participants with practical tools, case studies, and an in-depth understanding of strategic HR planning and audit. Through engaging sessions, participants will develop valuable skills that align HR practices with their organization's overarching objectives, driving sustainable success.