# Healthcare Human Resource Management and Workforce Strategy Training Course

14 – 18 December 2026
San Diego

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**Ref:** 1477_209060 **Date:** 14 – 18 December 2026 **Location:** San Diego **Fees:** 14000 Euro

## Overview

Healthcare Human Resource Management and Workforce Strategy Training Course is a one-week advanced course for healthcare HR managers, administrators, department leaders, workforce planners, and operations professionals who leave with a Healthcare Workforce Management Blueprint. Participants integrate workforce demand, staffing, recruitment, credentialing interfaces, deployment, performance, learning, retention, wellbeing, analytics, and HR governance. Agile Leaders Training Center presents healthcare human resource management and workforce strategy as an operating discipline.

## Who Should Attend

- Teams responsible for healthcare workforce planning and staffing
- Functions responsible for recruitment, deployment, and workforce records
- Leaders responsible for performance, capability, and employee development
- Personnel responsible for retention, wellbeing, and employee relations
- Executives responsible for workforce analytics and HR governance

The course assumes participants already influence healthcare workforce or operational decisions and leaves out clinical practice instruction, general HR fundamentals, legal advice, and labor-law certification.

## Departments and Industries

The course supports departments and industries that plan, deploy, develop, and retain healthcare workforces.

- Human resources and workforce planning departments
- Hospital and clinical operations functions
- Learning, talent, and professional development teams
- Healthcare quality, governance, and performance offices
- Hospitals, ambulatory services, and academic health organizations

## Learning Objectives

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

- Analyze healthcare workforce demand, supply, gaps, and skill mix
- Build staffing, recruitment, and deployment decision tools
- Evaluate performance, capability, and development systems
- Prioritize retention, wellbeing, and employee-relations actions
- Use workforce data and dashboards for management decisions
- Build accountable healthcare HR governance arrangements

## Course Agenda

### Day 1: Healthcare Workforce Intelligence

- Health Workforce Demand-and-Supply Analysis Map
- Service Demand and Workforce Requirement Matrix
- Workforce Stock, Flow, and Gap Register
- Skill-Mix and Role-Distribution Assessment
- Workforce Data Quality and Ownership Checklist

### Day 2: Staffing, Recruitment, and Deployment

- Needs-Based Staffing Scenario Model
- Recruitment Funnel and Vacancy Control Board
- Credentialing Interface and Onboarding Pathway
- Deployment and Coverage Decision Matrix
- Workforce Contingency and Surge Staffing Plan

### Day 3: Performance and Capability Systems

- Role Expectation and Performance Agreement Canvas
- Supervision and Feedback Conversation Guide
- Capability Gap and Learning Need Matrix
- Career Pathway and Development Action Map
- Productivity and Workload Indicator Dashboard

### Day 4: Retention, Wellbeing, and Governance

- Retention Risk and Workforce Segment Analysis
- Work Environment and Wellbeing Control Review
- Employee Relations and Escalation Pathway
- Healthcare HR Decision-Rights Chart
- Workforce Risk and Governance Reporting Pack

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## Day 5: Healthcare Workforce Management Practice

- Suggested Exercise: Workforce Gap and Skill-Mix Review
- Suggested Exercise: Staffing and Deployment Scenario
- Suggested Exercise: Performance and Capability Design
- Suggested Exercise: Retention and Governance Prioritization
- Capstone Exercise: Healthcare Workforce Management Blueprint

## Practical Exercises

The course uses suggested activities with fictional hospital, ambulatory, diagnostic, and academic health scenarios.

- Suggested activity: connect service demand with workforce stock, flows, gaps, roles, and skill mix.
- Suggested activity: compare staffing, recruitment, credentialing, and deployment choices under coverage constraints.
- Suggested activity: design linked performance, feedback, capability, development, and workload controls.
- Suggested activity: prioritize retention, wellbeing, employee-relations, analytics, and governance actions.

## FAQs

### Who suits healthcare human resource management and workforce strategy training, and what does it assume?

Healthcare HR and workforce strategy training suits HR managers, administrators, workforce planners, department leaders, and operations professionals. It assumes responsibility for workforce or service decisions and excludes clinical instruction, introductory HR, legal advice, and labor-law certification.

### How does healthcare HR strategy training differ from general human resources training?

Healthcare HR strategy training connects workforce decisions to service demand, staffing, credentialing interfaces, coverage, skill mix, clinical operations, wellbeing, and governance, while general HR training applies across industries.

### How should healthcare organizations plan workforce demand and skill mix?

Healthcare organizations can link service demand and care models with workforce stock, inflows, outflows, roles, competencies, productivity, working time, coverage requirements, and scenario assumptions.

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## What supports healthcare workforce retention and wellbeing?

Healthcare workforce retention and wellbeing depend on segment-specific evidence about work environment, workload, supervision, development, recognition, employee relations, safety, flexibility, and reasons for leaving or staying.

## How can workforce analytics improve healthcare HR decisions?

Workforce analytics can connect demand, vacancies, recruitment, deployment, performance, learning, absence, turnover, wellbeing, and coverage indicators with defined ownership, interpretation, and decision points.

## Conclusion

Participants leave with a Healthcare Workforce Management Blueprint containing demand and supply analysis, staffing choices, performance systems, retention actions, dashboards, and governance arrangements. The blueprint connects workforce decisions with service requirements. It supports clearer ownership, evidence-based priorities, and coordinated workforce action.