Strategic Human Capital and Workforce Growth Planning Training Course

15 – 19 February 2027
Addis Ababa

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Ref: 466_223684 **Date:** 15 – 19 February 2027 **Location:** Addis Ababa **Fees:** 4500 Euro

Overview

Strategic Human Capital and Workforce Growth Planning Training Course is a one-week advanced course for senior people leaders and executives who leave with an Integrated Growth Workforce Plan. Participants connect strategic workforce planning, workforce segmentation, critical roles, capability gap analysis, organization design, succession planning, talent mobility, and human capital measures. The course converts growth assumptions into workforce demand, supply choices, cost scenarios, governance, and accountable action. Agile Leaders Training Center addresses human capital growth planning through evidence-based scenarios and decision tools.

Who Should Attend

- Functions responsible for translating enterprise growth priorities into workforce requirements
- Teams responsible for workforce planning, capability architecture, and talent segmentation
- Leaders responsible for organization design, productivity, and workforce cost decisions
- Functions responsible for succession coverage, leadership pipelines, and talent mobility
- Business partners responsible for aligning people interventions with operational plans
- Executives responsible for governing human capital measures and growth execution

The course assumes participants already contribute to enterprise, workforce, talent, or organization decisions and leaves out routine HR administration, employee relations, and introductory recruitment practice.

Departments and Industries

The course supports departments and industries that must scale workforce capacity and capability with business growth.

- Human resources, people strategy, and workforce planning departments
- Talent management, organizational development, and leadership development functions
- Corporate strategy, finance, transformation, and business planning teams
- Technology, professional services, and financial services organizations
- Manufacturing, logistics, energy, and infrastructure enterprises
- Healthcare, education, retail, and hospitality organizations

Learning Objectives

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

- Analyze growth assumptions and translate them into workforce demand
- Build workforce segmentation, critical-role, and capability maps
- Diagnose supply, demand, skill, productivity, and cost gaps
- Compare build, buy, borrow, bot, mobility, and redesign options
- Evaluate succession, performance, reward, and leadership pipeline alignment
- Prioritize human capital measures, governance, and execution actions

Course Agenda

Day 1: Growth Strategy and Workforce Architecture

- Strategy-to-Workforce Demand Map
- Workforce Segmentation and Critical-Role Matrix
- Current Workforce Composition Baseline
- Capability Taxonomy and Proficiency Scale
- Growth Assumption and Scenario Register

Day 2: Supply, Demand, and Gap Analysis

- Workforce Demand Forecast Model
- Internal Talent Supply and Flow Analysis
- Capability Gap Heat Map
- Productivity and Workforce Cost Scenario
- Workforce Risk and Constraint Register

Day 3: Workforce Solutions and Organization Design

- Build-Buy-Borrow-Bot Decision Framework
- Organization Structure and Span-Layer Assessment
- Role Architecture and Accountability Map
- Talent Mobility and Redeployment Pathways
- Workforce Scenario Option Scorecard

Day 4: Pipelines, Performance, and Measures

- Critical-Role Succession Coverage Matrix
- Leadership Pipeline and Readiness Review
- Performance and Reward Alignment Map
- Human Capital Measurement Dashboard
- Workforce Governance and Review Calendar

Day 5: Growth Workforce Planning Practice

- Suggested Exercise: Diagnose a Workforce Demand Shift
- Suggested Exercise: Evaluate a Capability Gap Portfolio
- Suggested Exercise: Select Workforce Supply Interventions
- Suggested Exercise: Challenge Succession and Measurement Evidence
- Capstone Exercise: Integrated Growth Workforce Plan

Practical Exercises

The course uses suggested activities to connect growth evidence, workforce choices, and accountable execution.

- Suggested activity: segment a workforce, identify critical roles, and map the capabilities required by alternative growth scenarios.
- Suggested activity: forecast demand, model internal supply flows, diagnose gaps, and compare productivity and workforce cost implications.
- Suggested activity: score build, buy, borrow, bot, mobility, and organization redesign choices against time, risk, and capability needs.
- Suggested activity: integrate succession, performance, reward, measures, governance, owners, and milestones into the capstone plan.

FAQs

What is strategic human capital and workforce growth planning?

Strategic human capital and workforce growth planning converts business direction into required roles, capabilities, workforce volumes, supply choices, measures, and execution priorities. It connects future demand with current workforce evidence and practical interventions.

Who suits strategic human capital and workforce growth planning, and what does it assume?

Senior people leaders, workforce planners, talent leaders, business partners, and growth executives suit the course. It assumes experience contributing to enterprise or workforce decisions and does not teach routine HR administration.

How does workforce growth planning differ from general human resources management training?

Workforce growth planning concentrates on future demand, capability gaps, supply scenarios, organization choices, and investment priorities. General human resources management training usually spans broader operational policies and employee processes.

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How are workforce supply options compared in human capital growth planning?

Workforce supply options are compared through capability fit, lead time, cost, risk, scalability, and operational feasibility. The analysis considers internal development, external hiring, contingent capacity, automation, mobility, and organization redesign.

Which human capital measures support workforce growth decisions?

Useful measures connect workforce composition, skills, productivity, cost, mobility, succession coverage, readiness, turnover, and intervention progress to business scenarios. Measures should have defined owners, evidence sources, review frequency, and decision uses.

Conclusion

Participants take back an Integrated Growth Workforce Plan linking business scenarios to workforce demand, capability gaps, supply interventions, organization choices, succession, measures, and governance. It gives leaders a shared basis for prioritizing workforce investments and assigning execution ownership. The plan changes disconnected people initiatives into coordinated growth decisions with reviewable evidence and milestones.