



STRATEGIC WORKFORCE PLANNING  
certification

“ Securing the future through  
Proactive People Planning!

24-27 FEB 2025  
JOHANNESBURG

14-17 APR 2025  
VIRTUAL

14-17 JUL 2025  
DUBAI, UAE

[certifications@itma-global.com](mailto:certifications@itma-global.com)

INVESTMENT - USD1500



## BUILDING RESILIENT & AGILE TALENT PIPELINES

# INTRODUCTION

The case for Strategic Workforce Planning (SWP) is not only stark; it is also urgent. Firstly, the spiral of business transformations globally is expected to accelerate, bringing with it further sweeping changes in the profile of 'work of the future' and hence, 'worker of the future'. At the same time, organisations are confronted with irrefutable evidence that the demand for global workforce and talent in segments emerging as crucial to the future of work is outstripping supply at an alarming rate. This talent supply gap is being witnessed in every industry sector. Under such volatility, gaining control of talent acquisition and being able to resource critical business and project streams faster and at scale becomes a decisive imperative for building our organizations' competitive edge.

*Securing the future through Proactive People Planning!*

## ABOUT THE PROGRAM

### PROGRAM FOCUS

Strategic Workforce Planning has aptly been described as the crux of HR calling, and the axis of human capital and talent assurance to business. SWP is in fact, the whole point of human resourcing, and essentially HR's *raison d'etre*. The SWP Program is designed to help HR and Talent Leaders successfully reimagine how their functions can secure the success of future business plans, future-proof incoming operating models and guarantee critical projects through effective people planning. The Program equips HR & Talent Leaders with leading-edge tools to undertake Strategic Workforce Analysis, perform dipstick Competitive Analysis, gain peripheral vision on the broader talent landscape, and map actionable Talent Acquisition and Human Resourcing Plans.

*Securing the future through Proactive People Planning!*

## PROGRAM COVERAGE

# COVERAGE

- Intro to SWP and Top Priority SWP Activities - A Global Lens
- SWP Driver Identification and Clarification
- Strategic Workforce Analysis - Focal Points and Tools
- Talent Landscape Analysis - Econometric Modelling
- Competitive Analysis for Competitive Enablement
- Mapping Strategic Workforce Risks - The TEBPS Framework
- The Strategic Workforce Plan - Architecture, Process Flow & AI
- Embedding Agility - Elasticities, Tolerances and DoEL
- Reimagining Succession and Career Mobility to drive SWP
- Developing Decisive & Actionable Human Resourcing Plans
- Workforce Transition Planning
- The Integrated SWP Dashboard - SWP Metrics and Analytics

*Securing the future through Proactive People Planning!*

# SWP

STRATEGIC WORKFORCE PLANNING

## TARGETED

SWP targets Heads of Acquisition, Talent and Learning & Development (L&D). Also targeted are CHROs and Chief People Officers, as well as Senior HR Business Partners who are actively involved in Workforce & Succession Planning interventions for their units.

2025



STRATEGIC WORKFORCE PLANNING

**MIDDLE EAST & EUROPE**

No. 5842+632 Meydan Free Zone  
Nad Al Sheba - Nad Al Sheba 1  
Dubai, United Arab Emirates  
Call: +971 50 895 8365

Email: [certifications@itma-global.com](mailto:certifications@itma-global.com)

CONTACT

**AFRICA**

Number 1 Hartshorne Street  
Rynfield, Benoni  
Johannesburg, 1501, South Africa  
Call: +27 83 449 2514

Email: [certifications@itma-global.com](mailto:certifications@itma-global.com)

2025