

A STRATEGIC WORKFORCE PLANNING COACHING PROGRAM TO UPSKILL SWP PROFESSIONALS

Moving beyond a simple workforce gap analysis, including role mapping, identification of critical roles, skills-based workforce segmentation, etc.



Take Your SWP Capabilities to the Next Level!



- Adopt a 'best practice' approach to strategically managing and configuring/segmenting your workforce
- Develop the 5 essential competencies required for SWP Professionals
- Expand well beyond traditional workforce gap analysis planning
- Integrate six human capital models underpinning an integrated framework for linking business and workforce strategies
- Develop HR people measures and analytics, through a 'deep dive', to provide new and compelling workforce insights.

Our resource-rich (includes comprehensive guides, tools, templates, etc.), Coaching Program will equip HR Leaders who are serious about SWP to:

- Build a business-ready workforce strategy
- Lead, develop and implement a 'blueprint' document to guide their organisation's current and future workforce management decisions.

SWP – Now an Organisational Imperative!

Strategic Workforce Planning (SWP) heralds a new dawn in HR and people management practices. It has emerged as a key activity for a whole host of reasons as outlined below:

- A shortage of skills/talent
- Digital transformation and its impact on the workforce
- Shifts in organisational design from hierarchy to matrix structures
- Preparation for unexpected risks (e.g., COVID) and business continuity
- The emergence of hybrid working models

- Organisational agility and customer-centricity now being hailed as the new order
- An increased emphasis on HR analytics, and the making of evidenced-based decisions.

Labour is typically the largest cost item in the budget and according to research, the biggest driver of business outcomes (CIPD).

Answering These Key Workforce Questions



SWP goes well beyond having the right person in the right job at the right time. In addition, our SWP Program addresses such questions as:

- *What is the optimum configuration of the workforce?*
- *What are the capabilities and skills needed to address current and future business needs?*
- *Are investments in human capital positioned to maintain or further develop the critical capabilities and core competencies of the organisation?*
- *What human capital models should underpin the development of a Strategic Workforce Plan, including the 'make' versus 'buy' role workforce configuration/segmentation?*
- *Which are the critical roles in the organisation?*
- *How do various roles create value?*
- *How are workforce strategies aligned with the business strategy and outcomes?*
- *How is the ROI on the workforce best optimised?*
- *What are our key workforce risks?*

Segmentation is the key to treating an organisation's workforce assets as a portfolio that can be managed, applying differentiated HR policies and practices accordingly.

The 5 Essential Competencies for SWP Professionals



This is not a role that any professional can be 'plugged into' and be otherwise effective in, without having these necessary skills and experience!

The 5 essential competencies required for this role include:

- (1) influencing leaders
- (2) business acumen
- (3) a deep knowledge of contemporary human capital models
- (4) HR analytics expertise, and
- 5) change management.

To that end, Advanced Workforce Strategies (AWS) has developed a structured coaching program to assist senior HR professionals to develop and implement a Strategic Workforce Plan for their respective organisations.

About Your Coach Colin Beames Managing Director, AWS B.Eng, BA, MBA, Corporate Psychologist



Colin Beames is a business-focused organisational psychologist, author and global thought leader in human capital and SWP. He has consulted to organisations, both in the public and private sectors in Australia and internationally and provides coaching programs to SWP professionals.

Colin has presented SWP workshops internationally (UK, South Africa, South-East Asia, New Zealand, India) as well as throughout Australia.

He has written a number of white papers on contemporary workplace themes and published three books.

Colin Beames is a global thought leader in SWP. The content presented in the highly successful 1 day SWP workshop to 170 HR Directors/Managers from national and global firms, was more advanced than typically what has existed on this subject.

– Mike Haffenden, CEO, Corporate Research Forum, UK.

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