

Course Title	Organizational Manpower , Succession Planning	
Credit Hours	Venue	Date
25 H	Dubai	11 th – 15 th February , 2024

Objectives

- **By the end of this Course participants will be able to:**
 - ✓ Use the new linear strategic model works for manpower planning
 - ✓ Calculate and produce convincing results from manpower data including predictive trends .
 - ✓ How each segment of the manpower model works, data collection, analysis and succession planning .
 - ✓ Design and master the ability to construct organisational charts and ratios .
 - ✓ Know what software to use for predictive trend analysis and forecasting .
 - ✓ Be able to draw a business process map and understand how to do business process re engineering.

The Delegates

- ✓ HR Personnel .
- ✓ Manpower Planners .
- ✓ Department Heads .
- ✓ Succession Planners and Developers .
- ✓ Career Development Manager.

Contents

- **Manpower Strategy and Organizational Analysis (1) :**
 - ✓ The critical role of the new manpower planning activity .
 - ✓ Getting strategic time lines for effective manpower planning .
 - ✓ The new strategic model and the 10 critical inputs .
 - ✓ Emergency planning –the critical role of manpower planning .
 - ✓ Predicting when the organisation needs to change – use of the land model .
 - ✓ The land model – questionnaire .
 - ✓ Case study on Manpower planning –what should manpower planning do?
- **Organizational Design, Down Sizing, Right Sizing and Employee to Manager Ratios :**
 - ✓ How organizations are designed
 - ✓ Organizational design and its two major faults for the 21st century
 - ✓ The rules that apply to determine manpower levels – Exercise F and group feedback
 - ✓ The value of team working and its impact on management levels and productivity
- **The Three Key Functions of Today's Manpower Planners :**
 - ✓ The three areas, Strategic focus, Manpower analysis and predictive fore casting (2) and Situation fulfillment .
 - ✓ Manpower analysis – data and projections – what is involved ?
 - ✓ Critical data needed and software to do the job .
 - ✓ Understanding performance – data needed .
 - ✓ Understanding competencies – data needed .
 - ✓ Understanding productivity – data needed .
 - ✓ Critical software needed to action the above –demonstration
 - ✓ Case study, rightsizing and producing a work flow improvement in an existing organisation

- **Situational Fulfillment of Manpower (3) :**
 - ✓ Understanding the “right” principle .
 - ✓ Trend analysis, retrospective and projective techniques .
 - ✓ Use of Monte Carlo simulation – demonstration and discussion .
 - ✓ Manpower data correlations – the financial advantage to the organisation .
 - ✓ Succession planning – the three option approach .
 - ✓ Group development for succession planning – option 1 .
 - ✓ Individual and deputy selection – option 2 .
 - ✓ External selection – use of head hunters – option 3 .
- **The Five Critical Processes That Support Manpower Planning**
 - ✓ Pay and rewards – the psychological contract .
 - ✓ Recruitment - new techniques = new results .
 - ✓ Innovations in interviewing .
 - ✓ Training – making training effective and measurable .
 - ✓ The critical role of performance appraisal .
 - ✓ Business process re engineering –demonstration and practical exercise .

Discount	Language	Fees
10% in case of Three P. (or more)	English & Arabic	USD : 5000 \$
Timetable	How to Register ?	Other Dates
9 Am : 11 Am 11.30 Am : 1 Pm 1.30 Pm : 3 Pm	www.titlehr.com Info@titlehr.com Tell 00971559687070	3 rd – 7 th March , 2024