

# Novel Approaches to Organisational Development and Workforce Planning

How the Workplace Will Change Due to Artificial Intelligence

## Introduction

The greatest way to describe the benefits of this worldwide training course would be dramatic and considerable improvement. This cutting edge and captivating Course N Carry Human Resource Management training course on Innovations in Novel Approaches to Organisational Development and Workforce Planning—also known as HR Analytics—will concentrate on what's new, including the impact of artificial intelligence and what will yield excellent results in any organization.

The most recent methods and case studies will demonstrate how to maximize human resources and increase the effectiveness of the company. After completing this program in human resource management, there might be a huge return on investment. Any organization will benefit from having the acquired information and abilities.

Find out what is required right now. The influence of artificial intelligence and work following COVID19 will be the greatest on the world of work that we have ever seen.

**This training program on Innovations in Novel Approaches to Organisational Development and Workforce Planning will teach you how to:**

- Organize the goals and results of New Workforce Planning using a strategy framework.
- Recognize and be able to use three templates to create organizational frameworks.
- Make use of a fresh set of effective formulae that may accurately depict the size of your company.
- To create predictive projections, use trend and correlation data.
- Learn the newest techniques and advances in business process mapping, workflow design, and succession planning.
- Understand the benefits of AI and demonstrate its worth to your organization.

## Objectives

**Following this training session, participants will be able to:**

- Gather the essential components to create a strategic workforce plan.
- Recognize when restructuring is necessary, such as after COVID19 and with artificial intelligence, and be able to foresee organizational change using the organizational change

model.

- Use the new formulae to demonstrate and compute, and be able to discard the outdated formulas that are no longer useful.
- Understanding form design models and being able to choose the appropriate one for your organization
- Utilize your current data to apply novel predictive forecasting methodologies.
- Demonstrate and become an expert in the most important new strategies for workflow, business process re-engineering, productivity management, emergency planning, and succession planning.

## Training Methodology

This is a really hands-on, practical training. A number of the methods and the new emphasis of Workforce Management will be described with reference to current case studies from the oil and financial industries, government, Shell, Google, Sysco, and BMW. Your pleasure of the training course will increase if you work in teams over the week.

To help you use the principles taught more effectively, specialized learning resources will be made accessible. These resources will include wall charts with fast references that go hand in hand with an extensive manual and fully functional examples. The return on investment for this HR Management training course on Innovations in Workforce Planning & Organizational Development is quite high.

## Organizational impacts

Shortly after delegates return from this training course, the ROI on this HR Management training course on Innovations Novel Approaches to Organisational Development and Workforce Planning will be realized.

### **Benefits you can specifically anticipate are as follows:**

- The new strategy for workforce planning aims to increase and demonstrate a yearly, quantifiable financial contribution to the organization.
- Organizations will be able to plan more efficiently thanks to predictive information, especially when using artificial intelligence (AI) to provide more focused and easily understandable information.
- The new method of succession planning will boost organizational continuity confidence.
- Comprehending the monetary consequences of time lost due to any cause is crucial for modern labour management.
- Learn how the workplace is evolving after COVID-19.

## Personal Impact

- Learn every skill required to become an expert in New Workforce Planning.

- It is nearly unheard of in HR that you will be able to demonstrate the financial value added of what you do.
- Gain expertise in estimating and measuring production.
- Learn the latest strategies for succession planning that are both efficient and affordable, as they will greatly benefit the company.
- Many of the outdated formulae employed by traditional manpower planning departments are ineffective; attendees will be equipped with the most recent and useful information, saving a substantial amount of managerial time. If necessary, each delegate will be equipped with the abilities and information necessary to complete a right-sizing exercise.

## Who should attend?

Anyone in charge of organizational design, forecasting, or creating workforce-planning information is the target audience for this Course N Carry HR Management training course on Novel Approaches to Organisational Development and Workforce Planning.

### **The following are some major advantages of this Innovations in Workforce Planning & Organizational Development training course:**

- HR Staff
- Individuals in charge of supplying Workforce Data
- Planners of Strategy
- Planners of Successions
- Professionals in Organizational Development
- Heads of Departments
- Anyone curious on how to measure human resources
- Those who want to turn human resources into a profit centre
- Graduates of programs in management development
- Individuals who work in workforce planning, HR analytics, organizational design and planning, or succession planning who would like to substantially improve their knowledge and abilities

## Course Outline

### Day 1

#### **From Organizational Design to Working Ratios: An Overview and Our Program's Goals**

- The Principal Distinction between New Workforce Planning and Manpower Planning
- The Strategic Approach's Significance in Workforce Planning
- Using the Organizational Maturity Tool: Is it possible to forecast change?
- The Crucial Workforce Planning Inputs
- The Structure of Organizations
- The Types of Organizational Design Used Today

- Reporting Ratio Innovations: What Effects Will Artificial Intelligence (AI) Have in the Future?  
The post-COVID outlook for employment

## Day 2

### Our Part in Productivity in Organizations

- Gathering Data Knowing the Components: Competency and How to Calculate It?
- Comprehending and Quantifying Performance Data
- What is reliability, exactly? How Can It Be Measured and Enhanced?
- Measurement of Reliability: New Instruments, Excellent Outcomes
- The Worth of People and Time: Important Figures and Data

## Day 3

### Correlations of Trends and Practical New Formulas

- Trends: What Are They?
- Relationships
- Trend Data Regarding Expansion
- Trend Information for Contraction: With the advent of artificial intelligence and remote labour
- Workable Formulas: How to Determine Precise Turnover and Cohort Analysis

## Day 4

### Workflow management, rightsizing, and downsizing in the modern workplace

- What distinguishes rightsizing from downsizing?
- Methods For The Rightsizing
- Reducing The Size of The Company
- How to Determine the Worth of Rightsizing
- Utilizing Workflow Management to Increase Productivity
- To what extent can you increase productivity?
- Making The Financial Case: What is the increased benefit in this situation?

## Day 5

### The Workforce Planning Dashboard: A Novel Perspective on Compensation and Benefits, Succession and Emergency Planning, and Business Process Mapping

- What is business process mapping necessary?
- What benefits does it provide?
- How to Create Business Process Maps and Determine Improvement's Value
- Planning for Emergencies: A Guide for Individuals
- A Novel Method for Important Succession Planning Utilize The New Approaches To Transform Your Succession Planning Approach and Determine Which Is Best For Your Company
- Methods for Matching People with the Correct Jobs: Up-to-Date Psychological Approaches
- Pay and reward innovations using a hopper system and other novel techniques including self-financing bonus systems