



Your Future Workforce Starts Here

Workforce Planning Workshops

Strategic Skills for People Leaders

Without Workforce Planning, your business strategy is just wishful thinking!

Is your company knowledgeable about the future of the Middle East & GCC supply of labour within the changing economy, dynamics and aspirations of different aspects of the current labour force?

Scenarios: "...over the next five years roughly half of all those people employed in the UAE's energy sector, mainly expatriates, will retire. That will leave a vacuum of interesting and well-paid roles to be filled..." Professor Michael Ohadi, acting head of the Petroleum Institute in Abu Dhabi

"Most of the GCC's population is under 25 years old. By 2020, 15-year-olds are projected to account for just under one-quarter of the population..." Economic Intelligence Unit, The GCC in 2020 report, 2008

Strategic Workforce Planning allows an organization to swiftly and intelligently position itself for changing conditions, and to maximize options for the future, by ensuring that the right people are in place to execute the strategy.

Do you know:

- Which roles are critical to the delivery of your company strategy?
- How to incorporate Localisation as a strategic initiative?
- Whether your company has the capability and capacity to deliver its strategy?
- How to predict the future consistently?
- How does your staffing plan support your future workforce plan?

This workshop is a must and will open your eyes to:

- understand just how pressing your organization's future needs are
- consider your situation on what will work for your organization's culture, capabilities, and executive appetite

Workshop Dates:

Tuesday & Wednesday
28 & 29 September, 2010,
Abu Dhabi, United Arab
Emirates

In-House Programs:

For teams of 5+, our program can be personalized and brought in-house. By tailoring to your organization's data, environment and strategy, your resources not only build in-depth understanding of Strategic Workforce Planning, but also outcomes that can immediately be applied in the workplace.

Organised by:

goBlue
international
connecting people and possibilities

JHG Consulting Services

Workshop Outline	
Day 1	Day 2
<p>Introduction to Strategic Workforce Planning</p> <ul style="list-style-type: none"> Understand and apply the workforce planning framework Tailor to meet your needs Leverage what you have <p>Engage the business in workforce planning</p> <ul style="list-style-type: none"> Understand your barriers and opportunities Design and deliver the right message for the business Tools and techniques to engage the executive <p>Environment Scanning</p> <ul style="list-style-type: none"> Recognize, filter and act on external trends and signals Identify and forecast relevant internal trends Incorporate identified factors to your plans <p>Hands On Workforce Planning</p> <ul style="list-style-type: none"> Segment the workforce Profile your current and future workforce <p>Action Planning</p> <ul style="list-style-type: none"> Employee Value Propositions Build holistic plans and milestones for closing gaps 	<p>Futuring</p> <ul style="list-style-type: none"> Understand and choose the right futuring techniques Identify your "hotspots" with a No Change Future State Planning horizons Benefits and limits of forecasting <p>Scenario Planning</p> <ul style="list-style-type: none"> Guiding the business to explore the future Alternative futures through scenario planning <p>Data Analysis</p> <ul style="list-style-type: none"> Making metrics meaningful for the business Audience and accountability matrix Information Hierarchy <p>Sample Templates and Plans</p> <p>Personal Action Planning</p> <ul style="list-style-type: none"> Change management Effective project design Build your personal action plan ready to implement as soon as you are back in the office!

"I learned that SWFP is both an art and a science and when an organisation gets it right its people strategies and practices become more effective and value adding."

Strategic Director,
Organisation Development,
Emirates NBD bank, Dubai,
United Arab Emirates

"Excellent mix of methodology, theory, practical tips and strategy for implementation."

Head of Resourcing & Talent Acquisition, Etihad Airways, Abu Dhabi, United Arab Emirates

**100%
Guaranteed**

These practical sessions are 100% satisfaction guaranteed, and provide your people with our proprietary tools and techniques for establishing and implementing effective workforce planning in the workplace.



"A two-day workshop that demystifies a complex business solution and provides an approach that you can deploy straight away – a great kick start to our workforce planning efforts."

Lacey All, Manager, Workforce Planning, Starbucks Coffee Company

Small Groups, Rich Content, Highly Experienced Facilitators

We strongly believe that the right number of people to have in a workshop is fifteen or less – and we try and keep it that way to allow for personal contact and a rich experience!

The programme understands that you need to tailor your workforce planning approach to suit you, and we provide the tools and plenty of hands-on exercises to make sure you don't just get a cookie-cutter approach.

Our workshops are run by highly experienced facilitators and not just trainers!

Workshop Leaders

Anna Heystek is an **Organisation Development professional and specialist** with 21 years corporate and consulting experience defining and implementing Strategic interventions in the Human Resources, Organisational Change, Design, Training and Development areas.



Holding numerous Senior HR Management positions, she is currently an HR and Organisation Development consultant delivering HR consulting and training assignments since 2006. She has consulted in the Energy and Engineering Sectors, IT & Telecoms, Retail & Services and well as Real Estate and Banking and Financial Services industries. Small Groups Allow Personal Contact

John Godsell is a recognised expert in designing and implementing strategic and operational resource and people management processes. He is a highly skilled **HR Change and Programme Management Consultant** with a wide range of experience in IT and general business, operating in Oil, Banking, Retail, Insurance, Telecoms, Government, Health and Education Industries.



John worked as a Senior Consultant – Business change for IBM UK for 22 years before becoming an independent consultant in 2007.

Comments from our attendees:

"Very motivating shared knowledge extensively"

"This course is a must for workforce planning"

"Valuable 2 days. It was great to speak to other planners about their journey"

"Great for networking"

"Two days seemed to fly we covered so much material"

"Very informative. Good value"

"Exceptional and very practical"

Registration Application	
Name (Mr, Mrs, Ms)	
Position	
Organisation	
Address	
City & Country	
Contact no.	
Email	

"You can analyze the past, but you need to design the future... that is the difference between suffering the future and enjoying it."

Edward de Bono

"If I had eight hours to chop down a tree, I'd spend six hours sharpening my axe." value."

Abraham Lincoln

Payment Information

The 2-day Workshop costs Dhs 4997.00 (US\$1360.00) all inclusive per person. Discounts for multiple attendees apply. Payments are made strictly upon registration. An invoice, confirmation letter, venue details and map will be sent upon receipt of your registration. Please note that full payment must be received prior to the workshop. If you are unable to attend, a substitute delegate will be welcome in your place.

Cancellation Policy

We know that sometimes life happens and you need to cancel, however:

- Registrations cancelled up to 14 days prior to the workshop a refund will be made less a Dhs 300 administration fee.
- Registrations cancelled less than 14 days before the event are non-refundable

Workshop Inclusions

A comprehensive resource book, electronic tools, sample plans, document templates, lunch and of course coffee! This is also a great networking event with other professional attendees and you will become a member of the Aruspex community.

Register online at aruspex.com
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