

Strategic Staffing

Overview:

Human Resource professionals are expected to make a strategic contribution to their organizations by effectively forecasting and meeting the demand for talent. The most successful organizations today are those that inspire loyalty and are able to "grow their own" next generation of managers.

Organizations that are able to instill organizational commitment in their employees will have a prepared and dedicated cadre of managers ready to move up when needed. How to mine and develop that talent is a growing concern of human resource managers and a growing expectation of our organizations.

Strategic Staffing is an interactive hands-on workshop in which participants will learn ways to identify and develop their staff so that they are poised to succeed.

Focus Areas:

- Thinking strategically about staffing issues
- Aligning the staffing mission to the corporate mission.
- Recognizing internal talent.
- Succession and career planning
- Identifying and developing managerial and leadership skills

OJI – On the Job Impact:

Participants in this workshop will be able to:

- Improve the accuracy of staffing projections
- Better identify targeted skills of the incoming workforce
- Align the workforce with the strategic mission of the organization
- Create a succession planning process to meet the needs of the organization

Who will benefit:

Human Resource managers and specialists who are responsible for creating a strategic approach to identifying and developing the next generation of managers in their organizations.

Staffing professionals who are involved in developing succession plans and/or management development programs.

Managers with a key responsibility for working with HR and building effective teams.