



TechwithHeart

***Future Fit HR Masterclass:
Strengthening Your HR Strategy Through Scenario Planning***

Course Description:

This two-day masterclass is designed to help HR teams explore scenario planning as a way of strengthening their ability to cope with uncertainty, reframing long-term strategies, and anticipating possible disruptions.

This course will provide teams with an eye-opening overview of trends and technologies already on the horizon, an opportunity to work through future scenarios, explore what would be disrupted and how their companies' current HR systems, processes and practices might cope.

A powerful tool for risk mitigation and strategic planning that looks at impacts on the 17 disciplines within an HR teams' remit.

Learning Objectives:

- Understand the importance of scenario planning in HR strategy development and workforce planning
- Explore developing trends and technologies on the horizon
- Assess the factors of these trends and technologies that may impact their workforce and organisation
- Develop a personalised template for reviewing potential impacts in their own organisation
- Work through future scenarios to identify challenges and potential solutions
- Learn how to move from a reactive to proactive HR strategy
- Prepare for future challenges with risk mitigation strategies and explore new opportunities for innovation.
- Identify any skillset gaps in your team
- Understand the unintended consequences of today's decisions on tomorrow's workplace



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Who Is This Course For:

Teams interested in staying future fit, building their strategic thinking skills, and contributing to creating forward thinking HR strategic plans. Attendees with a growth mindset will thrive in being exposed to thought provoking trends and scenarios. With a focus on moving from reactive to proactive.

Course Content:

Day 1: Context Setting	Day 2: Scenario Analysis
<ul style="list-style-type: none">• Introduction to scenario planning and its importance in HR strategy development and workforce planning• KEY INSIGHTS: People & HR trends• KEY INSIGHTS: Technology trends• The Disruption template• Personalising the disruption template for your business	<ul style="list-style-type: none">• Future Fit Scenarios• Identifying impacts, challenges, and risks• Identifying capability gaps• Developing strategies and solutions