LEAN AND AGILE MANPOWER PLANNING

INTRODUCTION
Singapore's open economy brings about a highly competitive business environment exposed to waves of business disruptions. Along with these external challenges are also internal challenges of a fast ageing workforce. Constrained by low birth rates and a rapidly ageing population, local workforce growth will slow down to just 1% by 2020. **Therefore, a lean manpower strategy and agile mind-set need to be cultured among to support business transformation.**

In this session, participants will be introduced to the concepts of **strategic manpower planning** and how they can be integrated into business unit plans through the use of evidence based approaches. Participants will learn how to calculate headcounts so as to optimise the use of budget. Participants will also understand various market practices with regards to "building", "borrowing", and "buying" of a workforce.

Participants will be given case scenario to work on. Complimentary toolkits are also provided to help HR kick-start the manpower planning process.

OBJECTIVE
Participants will be able to:
- Understand manpower planning framework and examine key components of business processes which can be analysed and forecasted
- Calculate manpower requirements based on company's current and future business needs
- Develop an agile mind-set for manpower requirements through various employment types
- Implement manpower plans and strategically plan for scenarios in business developments

COURSE OUTLINE
- Overview of Manpower Planning
- Benefits of Manpower Planning
- Common Manpower Planning Practices
- Traditional and Modern Analysis of Manpower Requirements
- Workforce Supply Analysis and Modelling
- Workforce Demand Analysis and Forecasting
- Cultivating Agility in Manpower Plans
- Scenario Planning and Discussions

TARGET AUDIENCE
HR Managers, HR Business Partners, HR Directors, Business Unit Leaders with Manpower Planning Responsibilities

METHODOLOGY
The course will be delivered through a combination of the following methods:

- **Lecture** – To establish initial knowledge transfer
- **Interactive discussions** – To facilitate sharing of ideas and experiences within the class
- **Case studies & videos** – To illustrate applications of data analytics
- **Hands-on exercises** – To facilitate application of concepts

TRAINER PROFILE

Mr Freddy Liew is an award recipient of the SNEF-STEPHEN LEE AWARD for leadership development in Tripartism and Industrial Relations. He is in the Industrial and Workplace Relations Department.

His areas of expertise include HR analytics, compensation and benefits, work measurement and labour-management relations. Prior to SNEF, Freddy worked with a top HR consulting firm where he did various talent management projects for Fortune 500 companies. He is also currently also working on Industrial Relations and Employee Relations matters.

Freddy graduated from Nanyang Technological University with Honours in Mathematics and Economics. He also holds a Master of Science in Economics from the Singapore Management University, as well as a Post-Graduate Diploma in Education from the National Institute of Education.

Please refer to SNEF website for available dates
Duration   : **1 day, 9am to 5pm (7 hours)**
Course Venue   : **SNEF HQ (Paya Lebar Square)**
Course fee   : **$300.00 (before GST)**

Register online at SNEF website, www.snef.org.sg
Click on 'Training" and Course Category "Human Resource/Industrial Relation"
Or Click: https://snef.org.sg/course_category/human-resource-industrial-relation/