Garnet
Garnet Global Training Center

GGT-HR-116

Human Resources

Organisational Design & Workforce Planning

التصميم التنظيمي وتخطيط القوى العاملة

Duration	Language	Formats	Hours	Level
5 or 10 days	**English or Arabic**	**Classroom, online, in-house**	**35 / 70**	**Intermediate (management)**

Overview

Organisational Design & Workforce Planning helps participants move from doing the work to managing it, with planning tools, control methods and reporting that management trusts. Build the people systems that attract, grow and keep the talent an organisation depends on. Choose 5 or 10 days, classroom or live online, English or Arabic; organisations can also run it in-house and adapt the examples to their own work.

What you will be able to do

- Set up and run Organisational Design & Workforce Planning as a managed process with clear roles.
- Control risk, quality and compliance in this area.
- Lead improvement projects and measure their benefit.
- Report clearly to senior management and stakeholders.
- Manage contractors, suppliers and internal customers.

Who should attend

HR managers and business partners, recruiters, L&D and reward specialists. It suits supervisors, section heads and specialists who manage, or are about to manage, this area.

Key topics

- HR strategy aligned to business goals
- Competency frameworks
- Labour law essentials in the region
- Metrics and HR analytics
- Engagement and retention
- Policy and process design

Formats and fees

5-day classroom	**USD 4,750**
5-day online	**USD 2,950**
10-day classroom	**USD 8,950**
10-day online	**USD 5,450**
In-house	**Quotation per group**

Fees per participant, excluding VAT.

Register or ask

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Training: training@garnettrainings.com

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Sharjah Publishing City Free Zone, Sharjah, UAE

Certificate

Participants who attend at least 90% of sessions and complete the final assessment receive a certificate of completion stating 35 contact hours (5-day) or 70 contact hours (10-day).

5-day outline

Day 1 Organisational Design & Workforce Planning: the management framework

- Competency frameworks
- Common mistakes and how to avoid them

Day 2 Planning, resources and budgets

- Labour law essentials in the region
- Metrics and HR analytics

Day 3 Performance measurement and control

- Engagement and retention
- Regional and international case studies

Day 4 Risk, compliance and improvement

- Policy and process design
- Checklists and templates to take away

Day 5 Management case study and action plan

- HR strategy aligned to business goals
- Group discussion and peer review

10-day outline

Day 1 Organisational Design & Workforce Planning: the management framework

- Competency frameworks
- Common mistakes and how to avoid them

Day 2 Planning, resources and budgets

- Labour law essentials in the region
- Metrics and HR analytics

Day 3 Performance measurement and control

- Engagement and retention
- Regional and international case studies

Day 4 Risk, compliance and improvement

- Policy and process design
- Checklists and templates to take away

Day 5 Management case study and action plan

- HR strategy aligned to business goals
- Group discussion and peer review

Day 6 Advanced techniques and specialist practice

- Complex cases in depth
- Measurement and reporting

Day 7 Digital tools, data and automation

- Analysis tools and software
- Using AI in this field

Day 8 Benchmarking against international practice

- Global performance benchmarks
- Hands-on workshop on a workplace challenge

Day 9 Capstone project

- Analyse a real challenge from your organisation
- Build the solution and implementation plan

Day 10 Presentations, final assessment and certificates

- Project presentations and review
- Final exam and certificate award

Schedule 2027–2030

Dates	Format	City	Language	Fee (USD)
3–14 Jan 2027	10-day classroom	Jeddah	Arabic	8,950
5–9 Jul 2027	5-day classroom	Abu Dhabi	English	4,750
2–6 Aug 2027	5-day online	Live online	English	2,950
12–16 Sep 2027	5-day classroom	Manama	English	4,750
15–19 May 2028	5-day classroom	Barcelona	English	4,750
19–30 Jun 2028	10-day online	Live online	English	5,450
16–20 Oct 2028	5-day classroom	Abu Dhabi	English	4,750
4–15 Dec 2028	10-day classroom	Singapore	English	8,950
7–11 May 2029	5-day classroom	Vienna	English	4,750

Dates	Format	City	Language	Fee (USD)
8–12 Oct 2029	5-day classroom	London	English	4,750
12–16 Nov 2029	5-day online	Live online	Arabic	2,950
9–20 Dec 2029	10-day classroom	Manama	Arabic	8,950
6–10 Jan 2030	5-day classroom	Muscat	Arabic	4,750
4–8 Feb 2030	5-day classroom	London	English	4,750
14–25 Jul 2030	10-day classroom	Amman	English	8,950
9–20 Sep 2030	10-day online	Live online	Arabic	5,450

Customised and in-house versions of this course are available on request. garnettrainings.com/en/customise/