



HUMAN RESOURCES TRAINING

Workforce Planning and Organisational Design

3 day course

Classroom, online or in-house

Course overview

Organisations restructure repeatedly without ever establishing what work needs doing and by how many people, which is why headcount returns within two years of every reduction. This course covers the analysis that prevents that. Delegates work through demand forecasting from business plans, supply analysis including demographics, attrition and internal movement, and the gap that planning must close through building, buying or borrowing capability. Organisational design principles are covered: grouping work, spans and layers, and the coordination cost of each choice. Restructuring is addressed practically, including consultation obligations and selection. The course closes on scenario planning and on the workforce plan as a document that gets revisited.

What you will learn

- Forecast workforce demand from business plans
- Analyse supply including demographics, attrition and internal movement
- Close a capability gap by building, buying or borrowing
- Apply organisational design principles to grouping, spans and layers
- Assess the coordination cost of a structural choice
- Meet consultation and selection obligations in a restructure
- Run scenario planning and keep the plan current

Who should attend

- Human resources business partners and planning staff
- Organisational development practitioners
- Senior line managers restructuring their functions
- Finance staff modelling headcount and cost
- Executives sponsoring organisational change

Course outline

- 01 Why headcount returns after every reduction
- 02 Demand forecasting from business plans
- 03 Supply analysis and demographics
- 04 Attrition and internal movement
- 05 Closing the gap: build, buy or borrow
- 06 Design principles, spans and layers
- 07 Restructuring, consultation and selection
- 08 Scenario planning and keeping the plan current

Upcoming dates

Dates	Venue	Format	Fee per delegate
14 to 16 December 2026	Kampala, Uganda	Classroom	USD 995
25 to 27 January 2027	Lagos, Nigeria	Classroom	USD 995
3 to 5 March 2027	Nairobi, Kenya	Classroom	USD 995
8 to 10 March 2027	Casablanca, Morocco	Classroom	USD 995



Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afiscience.co.za, or WhatsApp us on **+27 63 479 1136**.

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