Strategic Workforce Planning with ISO 30414 HR Standards Training Course



21 - 25 Dec 2026

Paris

5800 € (Per Person)

Ref: #ISO5593_116181

Course Introduction / Overview:

This course provides a comprehensive framework for integrating ISO 30414, the international standard for human capital reporting, into strategic workforce planning and modern human resource management. In an era where data drives business success, understanding and reporting on human capital is no longer optional but a critical component of organizational strategy. This program moves beyond traditional HR functions to an evidence-based approach, enabling professionals to quantify and communicate the value of their workforce effectively. As influential HR thought leader Dave Ulrich argues in works like "Human Resource Champions", the role of HR is to be a strategic partner, and this course equips participants with the tools to fulfill that role. By mastering the metrics and guidelines of ISO 30414, attendees will learn to create transparent, comparable, and credible reports for internal and external stakeholders. BIG BEN Training Center has designed this curriculum to bridge the gap between theory and practice, ensuring participants can implement these global standards to forecast talent needs, manage risks, and align human capital strategy with overarching business objectives for sustainable growth.

Target Audience / This training course is suitable for:

- Human Resources Directors and Managers.
- Workforce Planning and HR Analytics Specialists.
- Talent Management and Acquisition Professionals.
- HR Business Partners.
- Organizational Development Consultants.
- Chief Human Resources Officers (CHROs).
- Compensation and Benefits Managers.
- Compliance and Risk Officers involved in HR governance.
- Strategic Planners and Corporate Strategists.

Target Sectors and Industries:

- Banking and Financial Services.
- Information Technology and Telecommunications.
- Healthcare and Pharmaceuticals.
- Engineering and Construction.
- Oil, Gas, and Energy Sectors.
- Manufacturing and Industrial Operations.
- Retail and Consumer Goods.
- Aviation and Transportation.
- Governmental bodies and public sector organizations.
- Consulting and Professional Services.

Target Organizations Departments:

- Human Resources Department.
- Strategic Planning Department.
- Finance and Accounting Department.
- Operations Management.
- Compliance and Corporate Governance.
- Internal Audit Department.
- Risk Management Department.

Course Offerings:

By the end of this course, the participants will have able to:

- Interpret the principles and 11 core areas of the ISO 30414 standard for human capital reporting.
- Develop a strategic workforce plan that is aligned with organizational goals and informed by data.
- Implement key HR metrics for tracking productivity, engagement, and talent mobility.
- Conduct a comprehensive human capital audit to identify strengths, weaknesses, and opportunities.
- Create clear and impactful human capital reports for stakeholders, including leadership and investors.
- Align HR initiatives with financial performance through evidence-based analysis.
- Utilize data to forecast future talent needs and mitigate human capital risks.
- Enhance organizational transparency and credibility through standardized reporting.
- Champion a data-driven culture within the Human Resources department.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, practical, and engaging, ensuring that participants can immediately apply their learning in a real-world context. This course moves beyond theoretical lectures to a hands-on learning environment. We utilize a blend of expert-led instruction, in-depth case studies of organizations that have successfully implemented ISO 30414, and collaborative group workshops. Participants will engage in practical exercises, such as designing HR metric dashboards, conducting gap analyses for workforce planning, and drafting sample human capital reports. Interactive sessions, peer-to-peer discussions, and problem-solving activities encourage the sharing of diverse perspectives and experiences. Our approach emphasizes learning by doing, with continuous feedback from the instructor to guide development. This immersive methodology ensures a deep understanding of both the strategic concepts and the technical application of human capital standards, empowering participants to drive meaningful change within their organizations.

Course Agenda (Course Units):

Unit One: Foundations of Strategic HRM and Human Capital Reporting

- Introduction to evidence-based Human Resource Management.
- The evolution from personnel management to strategic human capital management.
- Understanding the role of international standards in HR.
- An overview of the ISO 30000 series for Human Resources.
- Introduction to ISO 30414: Purpose, scope, and benefits.
- Key principles of human capital reporting: transparency, comparability, and credibility.
- The business case for adopting ISO 30414.

Unit Two: A Deep Dive into the 11 Core Areas of ISO 30414

- Compliance and ethics metrics.
- Analyzing costs associated with the workforce.
- Understanding and reporting on diversity.
- Metrics for leadership and organizational culture.
- Organizational health, safety, and well-being indicators.
- Measuring and improving productivity.
- Recruitment, mobility, and turnover metrics.
- Skills and capabilities analysis.
- Succession planning metrics.
- Workforce availability and demographics.

Unit Three: Principles and Models of Strategic Workforce Planning

- Defining Strategic Workforce Planning (SWP) and its objectives.
- The five-step workforce planning process.
- Environmental scanning and internal analysis.
- Demand forecasting: quantitative and qualitative techniques.
- Supply forecasting: analyzing internal and external talent pools.
- Conducting a gap analysis to identify talent surpluses and shortages.
- Developing action plans: build, buy, or borrow talent strategies.

Unit Four: Integrating ISO 30414 into the Workforce Planning Cycle

- Aligning ISO 30414 metrics with the SWP framework.
- Establishing a baseline using human capital data.
- Data collection, validation, and management for reliable reporting.
- Using ISO 30414 data for scenario planning and modeling.
- Building a practical HR metrics dashboard for decision-making.
- Conducting a human capital audit against ISO 30414 guidelines.
- Linking workforce planning initiatives to financial outcomes.

Unit Five: Reporting, Communication, and Continuous Improvement

- Developing human capital reports for different audiences (e.g., board, investors, managers).
- The art of storytelling with HR data.
- Communicating the value and ROI of human capital initiatives.
- Establishing a cycle of continuous improvement for HR reporting.
- Leveraging technology for HR analytics and reporting.
- Future trends in human capital reporting and workforce analytics.
- Final project: Creating a mini-strategic workforce plan based on an ISO 30414 framework.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

Beyond compliance and reporting, how can the qualitative metrics within ISO 30414, such as organizational culture and leadership trust, be leveraged to predict and shape future business performance?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by offering a unique and powerful synthesis of two critical business disciplines: the rigorous, standardized framework of ISO 30414 and the forward-looking, strategic practice of workforce planning. While other programs may treat these as separate topics, this course integrates them into a single, cohesive strategy. We move beyond simply teaching the "what" of ISO 30414 metrics to mastering the "how" and "why" of applying them to make robust, evidence-based workforce decisions. The curriculum is built on a philosophy of practical application, focusing on how to translate raw data into a compelling strategic narrative that demonstrates HR's value to the C-suite and external stakeholders. Participants will not just learn to report on the past; they will learn to use standardized human capital data to model the future, mitigate risks, and proactively shape an organization's talent landscape. The emphasis is on developing strategic foresight and transforming the HR function from a cost center into a core driver of sustainable business value and competitive advantage.