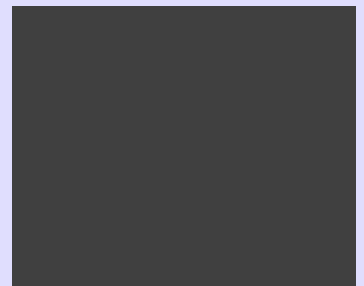


Strategic Workforce Planning Workshop

Framework for Successful Workforce Planning
Methodological Approach to Measuring and Managing Talent Needs
Best Practices in Talent Management and Workforce Planning
HR Measures, Metrics and Analytics



Seminar Agenda

In today's marketplace, talent drives organizational performance. A clear differentiator for success is effective talent management. Your ability to attract, engage and retain top talent will positively affect results.

Strategic Workforce Planning will ensure that you have continued access to the necessary talent for meeting strategic objectives.

Strategic Workforce Planning Workshop is designed to give you effective tools for managing, measuring and maximizing organizational talent.

Strategic Workforce Planning Workshop is a comprehensive training opportunity that provides best practices, case studies, hands on application workshops and small group trainer consultation. This format allows attendees to assess advanced strategies, then learn to apply the challenging approaches through hands on learning and lastly, provide small group trainer consultation to address attendee's specific needs.



DAY ONE – Monday, December 6th

Workforce Planning & Analysis

8:00 am Registration

8:30 am **Workforce Planning & Analysis Framework**

Develop strategies, measures, objectives for effective workforce planning

10:00 am Q&A Session

10:30 am **Workforce Planning & Analysis Roadmap**

Align workforce planning, reporting and analytics to drive business strategy

12:00 pm Lunch

1:00 pm **Advanced Planning and Analysis**

Workforce forecasting that implements scenario planning and effective workforce analytics

2:15 am Q&A Session

2:45 pm **Workforce Analytics for HR Business Partner**

Leveraging data for improved strategic planning and better decision making

4:00 pm **Workforce Planning & Analysis - Software Roundtable**

DAY TWO – Tuesday, December 7th

Performance & Talent Management

8:30 am Reconvene

9:00 am **HR Performance Measurement**

Measures, metrics and KPIs that drive HR results

12:00 pm Lunch

1:00 pm **Talent Management Application Workshop**

Identify, engage and retain top talent

4:00 pm Adjourn

Day One

Workforce Planning & Analysis



Framework

8:30 am

Develop strategies, measures, objectives for effective workforce planning

- Effective analysis that allows senior management to make more informed decisions
- Decision support aligned to business needs and objectives
- Leverage knowledge of key workforce measures to optimize performance
- Incorporate efficient and effective data collection strategies
- Identify key drivers for measuring and managing workforce needs
- Drive optimal decision making through extensive financial and quantitative analysis
- Consistently extract, analyze and collate data from a variety of sources

Roadmap

10:30 am

Align workforce planning, reporting and analytics to drive business strategy

- Develop linkages between workforce planning, strategic planning and execution
- Evaluate talent needs, gaps and expectations for achieving organizational objectives
- Assess the input and performance metrics utilized in the forecasting process
- Link reporting to forecasting for improved workforce planning
- Utilize an effective manage system to monitor and drive performance
- Translate workforce data to engage employees and attain improved buy-in
- Provide access to information to promote accountability and transparency



Day One

Workforce Planning & Analysis

Advanced Analytics

1:00 pm

Workforce forecasting that implements scenario planning and effective workforce analytics

- Create better line of site to talent needs, leadership development and succession planning
- Assess the input and performance metrics utilized in the forecasting process
- Maximize data analysis to improve forecasting and planning
- Utilize scenario analysis for establishing “what if” scenarios and exploring alternative decisions or actions to predict possible outcomes
- Implement driver-based planning where workforce forecasts are driven by operational assumptions about the business.
- Take advantage of innovative tools for improved predictability

HR Business Partner

- Effective analysis that allows senior management to make more informed decisions
- Leverage data for improved strategic planning and better decision making
- Decision support that align workforce needs with business objectives
- Apply environmental and market analysis to uncover future opportunities and risks
- Integrate Human Capital planning into organizational strategic planning processes
- Become a valued partner for senior management and long term strategic planning

Day Two

Performance & Talent Management



9:00 am:

HR Metrics and Workforce Analytics

Measures, metrics and KPIs that drive HR results

Improve organizational decision making by leveraging HR metrics and workforce analytics. By measuring key drivers for human capital performance, you will better manage and monitor strategic execution.

- Incorporate the most effective HR measures
- Implement KPIs that drive and measure performance
- Utilize key drivers for measuring and maximizing human capital results
- Bridge the gap between HR planning and strategic planning
- Create competitive advantage through workforce planning and analysis

1:00 pm:

Talent Management Application Workshop

Framework to identify, engage and retain top talent

Designed for leaders, this highly interactive and engaging presentation will build a solid understanding of what it takes to engage and retain talent, and demonstrate the pivotal role managers play in this process. See how some of the best FORTUNE 500 companies deliver results year-after-year. Leaders will leave knowing what they need to do to equip managers to take action to engage and retain talent:

- Learn how manager actions make a difference on the bottom line and calculate the financial impact of engaging and retaining talent.
- Understand how to "Crack the Talent Code" to identify the factors that cause a person to perform, engage and stay.
- Experience how the manager creates a rich, robust one-to-one dialogue to understand what is "most critical" to keep the best talent.
- How managers can take action and manage expectations resulting in reducing turnover by half and increasing overall organization results by 10%.

San Francisco

Area, Venue & Travel Information



Area – San Francisco, Union Square

Located a short two blocks from San Francisco's historic Union Square, our venue is located in the heart of the city's shopping, restaurant, accommodation and entertainment epicenter. Gateway Management has on-the-ground knowledge of the area's best restaurants, hotels and shows to maximize your experience outside the Summit.

To view area map and venue location:

[Click Here](#)

Hotel and Accommodation Facilities

Our venue's prime location offers dozens of choices of accommodations from boutique to internationally recognized brands.

Travel

There are two convenient airports to serve attendees; San Francisco and Oakland International. Both have convenient public transportation by way of BART. Take BART from either airport toward Downtown San Francisco where you will exit at Powell Street Station. Use the accompanying map to walk or cab the 7 blocks to our venue

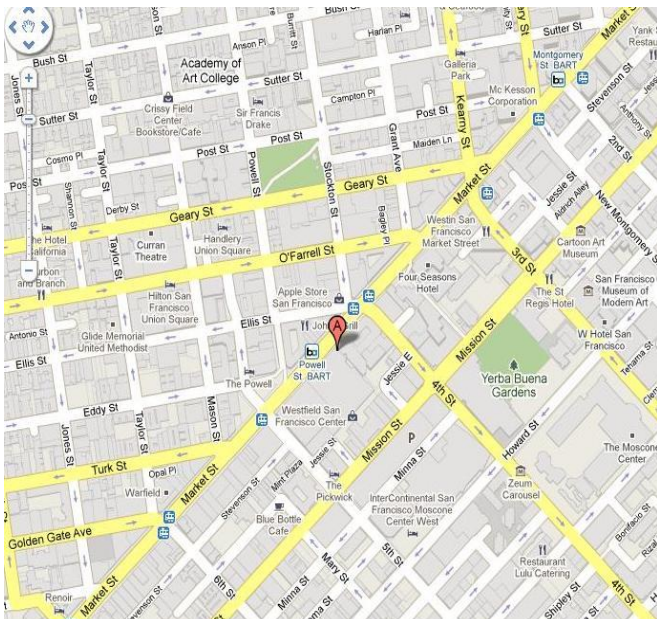
Venue – San Francisco State University;

Graduate School of Business

San Francisco State University's Graduate School of Business is located in San Francisco's dynamic hub of transportation, commerce and industry. Just blocks from Union Square, this venue is situated in a recently renovated, landmark building on San Francisco's historic Market Street. Facilities are well equipped with state-of-the-art technology and characterized by views of downtown San Francisco.

Venue Address:

San Francisco State University
835 Market Street, San Francisco, CA 94103





Registration & Contact Information

Registration Form

Name

Title Organization

Street Address

City/State/Zip

Telephone Fax

Email

Payment Information

Check/Purchase Order

Credit Card

Name on Card

Card Number

Expiration Date CV2 (card verification number)

Billing Address

City/State/Zip

Cancellation/Rescheduling Policy

All cancellations that made four weeks or longer from the summit's start date will be provided a full refund or credit toward current or future Gateway Management programs. Any cancellations made within four weeks of the programs start date will be provided with credit toward current or future Gateway Management programs.

Fees ♦ Registration

Early Registration \$ 1,499.⁰⁰

3 Attendee Group Rate **\$ 3,599.⁰⁰**

Standard Registration \$ 1,799.⁰⁰

Additional Attendee \$ 1,299.⁰⁰

Mastered Program DVD **\$ 799.⁰⁰**
Digital video of the entire workshop.
 (available to registered attendees)

For "Early Registration", register by June 30, 2010

Call
510-984-3620

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510-380-7377

Online
www.gmi-solutions.com

For group discounts, packages and local information please email Alex Smith:
asmith@gmi-solutions.com