

HRCERTIFICATION
2026



STRATEGIC WORKFORCE PLANNING
Certification

Strategic Workforce Planning™ (SWP™) is a game-changing Certification Program by iTMA that helps HR Leaders craft powerful, data-driven human resourcing & succession propositions to business through proactive, scalable Roadmaps to align workforce and talent strategies with business growth objectives. SWP™ significantly strengthens talent agility and resilience by positioning your organisation to respond quickly and decisively to sudden, disruptive market changes by transforming your workforce and building emerging capabilities in advance.

● Delivered via a 4-Day engaging Bootcamp

Email: certifications@itma-global.com



The Business of Human Resources is Human Resourcing!

2026



● Building Resilient & Agile Talent Pipelines!

INTRODUCTION

The case for Strategic Workforce Planning™ (SWP™) is not only stark; it is also urgent. Firstly, the spiral of business transformations globally is expected to accelerate, bringing with it further sweeping changes in the profile of 'work of the future' and hence, 'worker of the future'. At the same time, organisations are confronted with irrefutable evidence that the demand for global workforce and talent in segments emerging as crucial to the future of work is outstripping supply at an alarming rate. This talent supply gap is being witnessed in every industry sector. Under such volatility, gaining control of talent acquisition and being able to resource critical business and project streams faster and at scale becomes a decisive imperative for building our organizations' competitive edge.

Securing the future through Proactive People Planning!



● About the Program.

CONVERSATION

Strategic Workforce Planning has aptly been described as the crux of HR calling, and the axis of human capital and talent assurance to business. SWP is in fact, the whole point of human resourcing, and essentially HR's *raison d'être*. The SWP Program is designed to help HR and Talent Leaders successfully reimagine how their functions can secure the success of future business plans, future-proof incoming operating models and guarantee critical projects through effective people planning. The Program equips HR and Talent Leaders with leading-edge tools to undertake Strategic Workforce Analysis, perform dipstick Competitive Analysis, gain peripheral vision on the broader talent landscape, and map actionable Talent Acquisition and Human Resourcing Plans.

Securing the future through Proactive People Planning!



● Program Coverage.

PROGRAM COVERAGE

- Intro to SWP and Top Priority SWP Activities - A Global Lens
- SWP Driver Identification and Clarification
- Demand Side Analysis - Business Analysis
- Visualizing your Workforce Requirements Matrix
- Supply Side Analysis - Strategic Workforce Analysis
- Talent Landscape Analysis - Econometric Modelling
- Mapping Strategic Workforce Risks - The TEBPS Framework
- The Strategic Workforce Plan - Architecture, Process Flow & AI
- Embedding Agility - Elasticities, Tolerances and DoEL
- Reimagining Succession and Career Mobility to drive SWP
- Developing Decisive & Actionable Human Resourcing Plans
- Workforce Transition (WFT) Planning
- The Integrated SWP Dashboard - SWP Metrics and Analytics

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TARGETED

SWP targets Heads of Acquisition, Talent and Learning and Development (L&D). Also targeted are CHROs and Chief People Officers, as well as Senior HR Business Partners who are actively involved in Workforce and Succession Planning interventions for their units.

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