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COURSE BROCHURE

# Scale-Up People Plans for Expanding Organisations Training Course

22 – 26 March 2027
New York

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Registered in the United Kingdom and Saudi Arabia

# Scale-Up People Plans for Expanding Organisations Training Course

**Ref:** 2785_106672 **Date:** 22 – 26 March 2027 **Location:** New York **Fees:** 7900 GBP

Scale-Up People Plans for Expanding Organisations is a 1-week training course for human resources leaders and business heads steering a growth phase, and it ends with a growth-phase people plan. When revenue targets jump, hiring, structure and leadership capacity must move ahead of demand rather than behind it, or expansion stalls. Jupiter Prime Training sets this course on the people side of scaling.

## Why Scale-Up People Plans for Expanding Organisations Matter Now

Growth now arrives in bursts: a new market entry, a product launch, an acquisition or a digital channel can double a unit's headcount within a few quarters. Boards ask whether talent can keep pace, while scarce candidates compare employers quickly. Early managers often stretch beyond the spans they can lead. Organisations that sequence capability, hiring and structure deliberately convert growth into durable earnings; those that hire in panic carry cost, attrition and culture drift for years. The course draws on strategic workforce planning, the competency gap matrix and the leadership succession pipeline.

## Who Gains Most from Scale-Up People Plans for Expanding Organisations

- Leaders who translate expansion targets into headcount, skills and timing
- Business heads opening new branches, product lines or regional hubs
- Talent acquisition leads responsible for hiring velocity and quality of hire
- Organisation design partners shaping reporting lines for new units
- Culture and engagement owners protecting values as newcomers outnumber veterans

A growth leadership group gains most when its business head and human resources partner attend as a pair.

## Scale-Up People Plans for Expanding Organisations Capabilities

Participants learn to read a growth target as a sequence of people moves, each with a lead time, a cost and an owner.

- Assess capability gaps between the current workforce and the expansion target — the investment committee
- Design a hiring ramp with sourcing channels, lead times and interviewer capacity — talent acquisition
- Specify an organisation design for a new unit with spans and decision rights — the unit head
- Build a leadership bench through acceleration roles and stretch assignments — succession decisions
- Test culture signals during rapid onboarding — the executive team
- Communicate a phased people plan with costs and triggers — the board and finance

## Key Scale-Up People Plans for Expanding Organisations Terms

- Capability gap — the difference between skills the growth target demands and skills the current workforce holds.
- Hiring ramp — the scheduled build-up of new joiners by month, role family and location.
- Time to productivity — the period a new joiner needs before performing at the expected standard.
- Span of control — the number of direct reports a manager leads, shaping cost and coaching capacity.
- Leadership bench — the pool of people ready, or nearly ready, to take on larger leadership roles.
- Culture carrier — an experienced employee placed in a new unit to model norms and onboard newcomers.

## Scale-Up People Plans for Expanding Organisations Day by Day

### Day 1: Growth Ambition and Its People Implications

- Growth Scenario Translation — Revenue Targets Into Role Demand
- Expansion Mode Comparison — Organic Build, Acquisition or Partnership Staffing
- Workforce Baseline Snapshot — Headcount, Skills and Tenure Mix
- Growth Risk Register for People — Bottlenecks That Slow Expansion
- Stakeholder Expectation Mapping — Board, Investors and Unit Heads

### Day 2: Capability Gaps and Hiring at Scale

- Competency Gap Matrix — Build, Buy, Borrow or Automate Choices
- Hiring Ramp Modelling — Lead Times and Interviewer Capacity Limits
- Sourcing Channel Mix — Referrals, Agencies, Campus and Internal Moves
- Structured Interview Scorecards — Hiring Quality Under Volume Pressure
- Onboarding Cohort Design — Shortening Time to Productivity

### Day 3: Designing New Units

- Unit Design Options — Hub, Satellite or Embedded Team Structures
- Span and Layer Calculation — Manager Load as Units Expand
- Decision Rights Charter — What New Units Decide Locally
- Shared Services Boundary — Central Support Versus Local Capability
- Role Architecture for New Jobs — Grading Before Offers Go Out

### Day 4: Leadership Pipeline and Culture Under Growth

- Leadership Bench Mapping — Ready Now, Ready Soon and Gaps
- Acceleration Roles and Stretch Assignments — Developing Leaders Inside Growth
- External Leader Integration — First Ninety Days for Senior Hires
- Culture Carrier Placement — Seeding Norms in New Units
- Engagement Pulse Signals — Early Warnings of Growth Fatigue

## Day 5: Practising the Growth-Phase People Plan

- Capability Gap Prioritisation Exercise — Sequencing the Critical Roles
- Hiring Ramp Stress Test — Slower Sourcing and Higher Attrition Cases
- People Cost Envelope — Phasing Investment Against Revenue Milestones
- Growth Trigger Points — When to Add Layers, Leaders or Units
- Growth-Phase People Plan — Roles, Structure, Bench, Culture and Budget

## Applying Scale-Up People Plans for Expanding Organisations After the Course

- Build a competency gap matrix for the next expansion step and agree build or buy choices with the business head.
- Map the leadership bench for every new unit planned and name a culture carrier for each.

## Scale-Up People Plans for Expanding Organisations Questions FAQ

### What are scale-up people plans for expanding organisations, and why do they matter now?

They are phased plans that line up capability, hiring, structure, leadership and culture with a growth target. They matter now because growth arrives in bursts and scarce skills, stretched managers and attrition can stall expansion faster than funding can.

### Which roles gain most from scale-up people plans for expanding organisations?

Human resources leaders and business heads running a growth phase gain most. Talent acquisition, organisation design and culture owners also benefit alongside the unit heads they support.

### How does a scale-up people plans course differ from a general strategic workforce planning course?

It focuses on the compressed decisions of rapid expansion rather than steady-state forecasting. You work on hiring ramps, new unit design, leadership bench and culture carriers, sequenced against growth milestones instead of annual headcount cycles.

### What do you bring back from scale-up people plans for expanding organisations?

You bring back a people plan for your own growth phase. It sequences critical roles, new unit structure, bench moves, culture safeguards and the cost envelope.

## Scale-Up People Plans for Expanding Organisations: The Way Forward

The growth-phase people plan first informs which critical roles to open before the next milestone. Business heads, human resources partners and finance use it to release hiring budget in phases and to track trigger points. After the first growth step, revisit time-to-productivity and attrition assumptions, since real onboarding speed often reshapes the hiring ramp and leadership bench.