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COURSE BROCHURE

Strategic Workforce Risk Management Training Course

22 – 26 February 2027
Paris

Strategic Workforce Risk Management Training Course

Ref: 3275_124772 **Date:** 22 – 26 February 2027 **Location:** Paris **Fees:** 5900 GBP

Strategic Workforce Risk Management is a 1-week training course for HR directors and workforce planners who need to identify, rate and treat the people risks that threaten organisational capacity, and who will build a workforce risk register linked to the strategic workforce plan. Ageing skill pools, faster attrition and tight labour markets now decide whether strategies can be staffed at all. Jupiter Prime Training delivers Strategic Workforce Risk Management for senior people leaders.

Why Strategic Workforce Risk Management Matters Now

Three forces shape workforce exposure today: automation that reshapes job families faster than hiring cycles, competitive labour markets that lift voluntary exits among scarce specialists, and boards that expect people risks to be reported with the same discipline as financial risks. An organisation that handles these well can staff new strategies on time, protect critical knowledge and explain its exposure to directors. Those that do not find single points of failure only when a key specialist resigns. The course applies enterprise risk principles of identification, rating, treatment and monitoring to people.

Who Gains Most from Strategic Workforce Risk Management

- People leaders accountable for workforce plans, headcount forecasts and capability budgets
- Talent and succession specialists who maintain readiness pools for critical roles
- Reward and retention leads who shape the levers that reduce regretted exits
- Enterprise risk officers who consolidate people exposures into the corporate risk profile
- Business unit heads who depend on scarce technical or licensed specialists

The greatest gain comes when an HR leadership group attends alongside its enterprise risk counterpart, so ratings and owners are agreed once.

Strategic Workforce Risk Management Capabilities

Participants learn to turn headcount, skills and succession evidence into rated exposures executives can weigh.

- Assess key-person dependency across critical roles — succession funding decisions
- Calculate attrition exposure by segment and tenure band — retention budget allocation
- Weigh build, buy, borrow and automate options for skills gaps — capability investment choices
- Design treatment actions with owners, triggers and target ratings — executive risk committees
- Build a risk appetite statement for workforce capacity — board oversight of people risks
- Communicate workforce exposures through heat maps and trend indicators — senior leadership teams

Key Strategic Workforce Risk Management Terms

- Key-person dependency — reliance on one individual whose sudden absence would halt a process, relationship or decision for a material period.
- Succession exposure — the gap between critical roles and the number of ready-now or ready-soon successors identified for each of them.
- Regretted attrition — voluntary exits of high performers or scarce specialists that the organisation would have preferred to retain.
- Skills gap — the difference between capabilities the strategy requires and those the current workforce holds, measured by role family.
- Labour supply risk — the chance that external markets cannot provide enough qualified candidates at the time and volume a plan needs.
- Workforce risk appetite — the level of people-related exposure leaders are willing to accept while pursuing strategic objectives.

Strategic Workforce Risk Management Day by Day

Day 1: Workforce Exposure in Strategic Context

- Strategy-to-Workforce Mapping — Which Roles Carry the Strategy
- Critical Role Segmentation — Where Disruption Hurts Revenue or Safety Most
- People Risk Taxonomy — Classifying Capacity, Capability and Conduct Exposures
- External Labour Market Scanning — Anticipating Supply Shocks for Scarce Skills
- Workforce Risk Appetite Statement — Setting Tolerance for Vacancy and Turnover

Day 2: Identifying Key-Person and Succession Risks

- Single Point of Failure Analysis — Locating Knowledge Held by One Individual
- Successor Readiness Grid — Rating Bench Strength for Critical Positions
- Knowledge Capture Protocols — Protecting Expertise Before Planned Departures
- Flight Risk Indicators — Spotting Early Signals Among High Performers
- Interim Cover Arrangements — Deciding Acting Roles and Deputy Pathways

Day 3: Quantifying Skills Gaps and Attrition

- Capability Supply and Demand Forecasting — Sizing Future Skills Shortfalls
- Cohort Attrition Curves — Predicting Exits by Tenure and Segment
- Vacancy Cost Estimation — Comparing Lost Output Against Retention Spend
- Likelihood and Impact Scoring Scales — Rating People Exposures Consistently
- Scenario Stress Testing — Modelling Mass Exits, Mergers and Rapid Growth

Day 4: Treatment Choices and Oversight

- Build, Buy, Borrow, Automate Matrix — Choosing Responses to Capability Shortfalls
- Retention Lever Portfolio — Matching Incentives to Segment-Level Exit Drivers
- Workforce Key Risk Indicators — Triggering Escalation Before Gaps Widen
- Risk Owner Assignment — Linking HR and Line Accountability
- Board Reporting Dashboards — Presenting Residual Exposure to Directors

Day 5: Practising the Workforce Risk Register

- Critical Role Case Review — Applying Segmentation to a Utilities Operator
- Succession Gap Simulation — Testing Readiness in a Hospital Network
- Scoring Calibration Panel — Aligning Ratings Across HR and Risk
- Treatment Plan Peer Challenge — Testing Actions Against Appetite Limits
- Workforce Risk Register Completion — Linking Entries to the Workforce Plan

Applying Strategic Workforce Risk Management After the Course

- Lead a critical role segmentation session with business unit heads and record successor readiness for each high-impact position.
- Run a cohort attrition review for one scarce skill family and agree retention levers, owners and key risk indicators with the risk function.

Strategic Workforce Risk Management Questions FAQ

What is strategic workforce risk management and why does it matter now?

Strategic workforce risk management is the discipline of identifying, rating and treating people risks that threaten strategy. It matters now because automation, tight labour markets and board scrutiny raise the cost of unmanaged exits and shortfalls.

Which roles gain most from strategic workforce risk management training?

HR directors, workforce planners, succession specialists and enterprise risk officers gain most. Business unit heads relying on scarce specialists also benefit, as they own many treatment actions.

How does strategic workforce risk management differ from a general talent course?

Strategic workforce risk management treats people issues as rated risks with owners, appetite limits and indicators. A general talent course develops individuals; this one addresses organisational exposure and board reporting.

What do you bring back from strategic workforce risk management training?

You bring back a structured register of people exposures linked to your workforce plan. Each rated exposure carries an owner, treatment actions and indicators for your risk committee.

Strategic Workforce Risk Management: The Way Forward

The workforce risk register becomes the shared record that HR leaders and the risk function use to decide where succession and retention funding goes first. After its first cycle, revisit appetite limits and scoring scales, since new strategies change which roles count as critical.