

Consulting Solutions Brochure
Human Resource Management



6. HR Capacity (Manpower) Planning	
Business Challenges	<ul style="list-style-type: none"> ▪ Employee attrition rates are on the increase ▪ Despite the increasing use of technology, “Humanware” is still the most critical success factor In many businesses ▪ HR Managers are challenged to think and align themselves to the Business Strategy by identifying, anticipating and satisfying the HR Needs of the Business – in a proactive and profitable manner ▪ This requires a planning paradigm to HR Capacity as opposed to a Re-active Replacement Paradigm
Objectives	<ul style="list-style-type: none"> ▪ Based on the Strategic Direction and Business Plans of the Organization, to ensure the timely availability of effective Human Resources – through an exercise of Manpower Planning, of which Career and Succession Planning will be an integral part of
MTI Approach	<ul style="list-style-type: none"> ▪ Business Strategy Implications for HR Needs <ul style="list-style-type: none"> ○ The implications of your business strategy / direction on the HR function is identified as the starting point of the Manpower Planning exercise ○ This will provide the strategic context for the HR function ▪ HR Capacity Forecasting <ul style="list-style-type: none"> ○ Based on the quantitative analysis of the business plans, the HR requirement is determined – after considering technology and learning curve considerations ▪ Current Human Capital Assessment <ul style="list-style-type: none"> ○ This stage attempts to capture the quantum of current HR and their relative competency-band – that will show the extent to which they could stretch and swap if needed ▪ Gap Analysis <ul style="list-style-type: none"> ○ The findings from 2 and 3 above are used to determine the Gap between the required HR and the current HR ○ Consolidations are also carried out at this stage ▪ Key Positions Succession Planning <ul style="list-style-type: none"> ○ While the above analysis relates to the organization as a whole and covers all the positions, Stages 5 and 6 will have a narrow focus on key positions and key individuals ○ At this stage of Key Succession Planning, the potential line-up for the key positions is determined ▪ Key Individuals Career Planning <ul style="list-style-type: none"> ○ For key individuals, the career path is mapped out – essentially restricted to key players / potential high flyers whose individual presence is critical to the success of the organization



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