



JSAHR
Jersey Shore
Association for
Human Resources

The Jersey Shore Association for Human Resources is a SHRM affiliated chapter



AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Planning Your Workforce... Just Like Dancing With The Stars

The goal of this session will be to explain workforce planning as a tool for strategic business development. The drivers behind securing talent – both internally and externally – will be examined. Issues of retirement, promotion, attrition and market growth as influencers will be discussed. The marriage of talent management and workforce planning will be explained. The utilization of a case study will help to anchor these concepts and provide concrete assimilation. Workforce planning, gap analysis and succession planning will be discussed. Methods will be presented and examples given. Further, return on investment in workforce planning will be offered. How to measure it and how to explain it will be shared.

Learning Objectives:

- 1 – What is workforce planning? Who does it?
- 2 – Using workforce planning – gap analyses, market projection, competitive analyses
- 3 – Using metrics – turnover, promotion, retirement, general attrition rates
- 4 – Replacement-only philosophy versus strategic planning
- 5 – Market growth
- 6 – Talent management, succession planning

About the Speaker:

Baldino is a 23-year human resources industry veteran with experience in recruitment, on-boarding, performance management, employment law, compliance, leadership development, succession planning and sales training. John is able to assess bottom line performance indicators and guides clients toward corrective adjustments. John founded Humareso to strategize with companies to develop plans to manage talent, recruit for skills gaps, assess markets for growth, develop long-range succession plans and influence a culture of enthusiastic buy-in.



Date: Thursday, April 9, 2015
7:45 AM Networking and Breakfast;
9:00 AM – 10:00 AM Program,
Jumping Brook Country Club
210 Jumping Brook Rd, Neptune NJ
(www.jumpingbrookcc.com)

RSVP by 4:00 PM on
Friday, April 3, 2014
online at <http://jsahr.shrm.org/events>
OR by contacting, via e-mail at
jsahr.shrm@gmail.com
or JSAHR's voice mail (732) 701-7155

Registration Fee including breakfast
\$30 for JSAHR members,
\$40 for non-members,
\$25 for In-Transition & JSAHR Guests
\$10 for Students with valid ID
\$10 additional fee for walk-ins
No shows will be billed

Special Notice
*This program has been approved for 1.0
recertification credit hour (#241878) toward PHR
and SPHR recertification through the Human
Resource Certification Institute (HRCI)*

*JSAHR is recognized by SHRM to offer
Professional Development
Credits (PDCs) for the SHRM-CP or SHRM-SCP.*

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