



**TechwithHeart**

***Future Ready HR Masterclass:  
Strengthening Your HR Strategy Through Scenario Planning***

***Course Description:***

This two-day masterclass is designed to help HR teams explore scenario planning as a way of strengthening their ability to cope with uncertainty, reframing long-term strategies, and anticipating possible disruptions.

This course will provide teams with an eye-opening overview of trends and technologies already on the horizon, an opportunity to work through future scenarios, explore what would be disrupted and how their companies' current HR systems, processes and practices might cope.

A powerful tool for risk mitigation and strategic planning that looks at impacts on the 17 disciplines within an HR teams' remit.

***Learning Objectives:***

- Understand the importance of scenario planning in HR strategy development and workforce planning
- Explore developing trends and technologies on the horizon
- Assess the factors of these trends and technologies that may impact your workforce and organisation
- Develop a personalised template for reviewing potential impacts in your own organisation
- Work through future scenarios to identify challenges and potential solutions
- Learn how to move from a reactive to proactive HR strategy
- Prepare for future challenges with risk mitigation strategies and explore new opportunities for innovation.
- Identify any skillset gaps in your team
- Understand the unintended consequences of today's decisions on tomorrow's workplace



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***Who Is This Course For:***

Teams interested in staying future fit, building their strategic thinking skills, and contributing to creating forward thinking HR strategic plans. Attendees with a growth mindset will thrive in being exposed to thought provoking trends and scenarios. With a focus on moving from reactive to proactive.

***Course Content:***

<b>Day 1: Context Setting &amp; Upskilling</b>	<b>Day 2: Scenario Analysis &amp; Future Strategy</b>
<ul style="list-style-type: none"><li>• Introduction to scenario planning and its importance in HR strategy development and workforce planning</li><li>• KEY INSIGHTS: People &amp; HR trends</li><li>• KEY INSIGHTS: Technology trends</li><li>• The Disruption template</li><li>• Personalising the disruption template for your business</li></ul>	<ul style="list-style-type: none"><li>• Future Fit Scenarios</li><li>• Identifying impacts, challenges, and risks</li><li>• Identifying capability gaps</li><li>• Developing strategies and solutions</li></ul>



## TechwithHeart

***Facilitated by: Melissa Crawford (Melissa@techwithheart.co.nz)***

Melissa Crawford is a leading Expert in the Future of work. With a rare skillset crossing both people and technology.

Her earlier career has included senior roles across NZ's largest organisations crossing a variety of industries including Tech, Airline, Banking, FMCG, Retail, Education and Energy. Melissa has two technology degrees and loves being at the cutting edge including becoming NZ's first Certified Metaverse Expert and holding a place on the World Metaverse Council. Melissa is also passionate about People and organisational Psychology and caring for the heart of people. Melissa was the winner of the HRNZ Leadership Award and the overall Winner of HRNZ HR Person of the Year 2022 as well as a winner on the HRD Hotlist for 2023 & 2024.

Melissa is the Director of Tech with Heart where she helps companies with their future strategies, holds a place on a number of boards across NZ and the USA and is a sought-after global keynote speaker. Her passion is sharing her knowledge with learning curious people and working on strategic projects to help shape a better future.

### ***Example Testimonials for this Programme:***

- *“The presenter was absolutely excellent – best course I have been to in years!”*
- *“Don’t change anything! – Melissa was a fantastic facilitator, has huge knowledge and she kept us all engaged for two straight days. Please thank her for the insightful two days”*
- *“Melissa was an incredible facilitator – she is incredibly knowledgeable and engaging”*
- *“Melissa is AWESOME”*
- *“Brilliant opportunity to lift ourselves onto the balcony and focus on what is strategically important”*
- *“Incredibly thought provoking and I know see AI in particular in a new light”*
- *“Your course was spectacular. You speak with an energy and passion that is contagious and uplifting.”*