Category

Strategy

Talent, Skills & Human Capital Strategy Playbook

Treating workforce capability as a strategic asset class to be actively managed, not a support function

- Executive
- Intermediate
- Template Included

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- 4 minute(s)

Overview

A framework for connecting workforce strategy directly to business strategy — identifying the specific skills the strategy requires, and building the talent plan to close the gap deliberately rather than through generic HR programs.

How is this different from standard workforce planning?

Standard workforce planning is often headcount and budget forecasting. This playbook starts from the strategic plan's specific capability requirements and works backward to what skills, roles, and talent sources are needed — a strategic, not primarily budgetary, exercise.

Who should own this — HR or the business?

Both, jointly. The business defines what capabilities the strategy requires; HR brings the talent market expertise and execution capability to build the plan to close the gap. Neither alone produces a genuinely strategic talent plan.

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