

# The Strategy Lab: Future-Readying Your Workforce

Addressing the recruitment and retention crisis in education, this five-day course empowers you to innovate your workforce strategy and design the systems that future-readies how you attract, develop and retain talent.

Through practical tools, collaborative design sessions, and insights from leading frameworks, you will explore how to recruit, build and retain high performing teams. This course empowers you to align workforce planning with evolving educational needs, respond to systemic challenges, and create environments that keeps your talented staff. By the end of the course, you will have a clear, actionable roadmap to transform your workforce strategy for long-term impact.

Teacher **turnover costs** English schools an estimated **£20 000 per teacher** in recruitment and training. (NFER, 2025)

Employees who feel **aligned with company values** are **41% less likely to leave**. (SHRM, 2025)

A **strong organisational culture** can reduce employee turnover by up to **50%**. (Glassdoor, 2019)

## Your Programme...

An open space to navigate the complexities of workforce leadership.

Next cohort starts  
November 2025

### In person:

Day 1 **Personal Values & Leadership Impact**  
06.11.25  
Day 2 **System Thinking in Workforce Strategy Design**  
07.11.25

### Virtual:

Day 3 **Values Based Recruitment**  
22.01.26  
Day 4 **Retention Optimisation**  
23.01.26

### In person:

Day 5 **Strategy Conference**  
15.05.26

### Including:

- Gap analysis
- Developmental and context diagnostics
- Data informed strategy design
- Paths for professional growth and succession
- Sustainable system design
- Peer and facilitator critique and advice
- A combination of in person and virtual workshops
- Resources that integrate to enhance current processes



The workforce development course has truly been a transformative journey, providing an exceptional platform for developing a comprehensive and forward-thinking plan that addresses both current needs and future aspirations. Overall, it has been an invaluable experience, providing me with the knowledge, tools, and confidence to navigate the challenges of workforce planning and development.

Nicky, Head of HR and Finance

## Programme Cost (excl. VAT)

Early Bird Offer £2400 (enrol before 31.08.25)  
NASS Members £2550  
Non-NASS Member £3000

All costs invoiced subject to registration.