

MEASURING WORKLOAD



ORGMAS^{TR}

1-DAY MASTERCLASS

How workload analysis supports:

- *Workforce planning*
- *Organization design*
- *Employee wellbeing*
- *Productivity*
- *Cultural signaling*

Open enrolment OR

Tailored in-house delivery

Certification options



A high-impact masterclass for HR professionals and enterprise leaders who need better ways to define, interpret, and use workload information in organizational decision-making.

ORGMAS^{TR} MASTERCLASS SERIES

PROGRAM OVERVIEW

A practical masterclass in work, workload, and organizational diagnosis

Organizations talk constantly about overload, burnout, staffing pressure, resourcing gaps, under-utilization, and culture strain. Yet many of these conversations take place without a robust method for understanding the work itself...all of these are **symptoms of how work is designed, activity and task conditions, and organizational capability**. Decisions can then become vulnerable to assumption, urgency, politics, or anecdote. Data-driven evidence of work helps.

Workload analysis includes multiple methods for multiple settings: approaches for method, application, and data is a first step.

Why this program matters

This masterclass introduces a stronger approach to work and workload analysis. Participants explore how work can be interpreted more clearly, how **objective and perceived workload** signals differ, and how workload analysis can support business planning, workforce planning, organization design, role clarity, and healthier conversations about sustainable capacity and workplace health.

ORGMAS^{TR} MASTERCLASS SERIES

PROGRAMME AT A GLANCE



Format	1-day masterclass
Delivery	In person
Audience	HR professionals, workforce planners, OD and organization design practitioners, operations leads, I-O Psychology
Focus	Work definition, methodologies, workload interpretation, capacity, planning, design, culture signals
Suitable for	Workforce planning, role review, service redesign, culture diagnosis, capacity discussions
Recognition	Certificate of participation or assessed certification options



LEARNING OUTCOMES & CURRICULUM

From concept to applied professional application

LEARNING OUTCOMES

- Explain why weak understanding of work distorts planning, staffing, and design decisions.
- Distinguish objective and perceived workload and interpret both more carefully.
- Develop awareness of workload analysis methods and context-based application and suitability.
- Recognize workload as a signal for org design and structural fit, culture, and management quality.
- Use workload thinking to support business and workforce planning and org design discussions.
- Improve conversations about overload, under-utilization, and sustainable performance.
- Bring more disciplined evidence into decisions about work, capacity, people capability, and structure.

CORE CURRICULUM FEATURES

Defining Work Properly

What should count as work in organizational analysis and why it matters.

Objective & Perceived Workload

Why and how BOTH signals are critical for true workload analysis.

Methods & Applications

Deciding on how to plan and implement workload analysis.

Workload & Design

How workload evidence informs staffing, planning, and structure.

Culture & Sustainability

Using work signals to strengthen discussions about strain and performance.



Practical emphasis: conceptual clarity is used to improve real organizational practice, not to add unnecessary theory.



ONE DAY STRUCTURE



FOCUS

WHAT HAPPENS

Opening lecture and framing	Why work is often weakly defined; workload myths; relevance for HR, OD, and operations.
Conceptual foundations	Objective and perceived workload, capacity, and productive interpretation.
Measuring workload	Workload analysis methods and applications; deciding on workload project approach; overview of project design, data requirements, and output value.
Applied workload logic	Using workload thinking in workforce planning, cultural diagnosis, and design questions.
Cases and diagnosis	Team and service examples, tension points, and interpretation exercises.
Practice and review	Group analysis, discussion, and comparison of workload judgments.
Consolidation and next steps	Improvement priorities, in-house use, and follow-through options.

NOTE:

An understanding of quantitative and statistical techniques are useful, but not essential here.



CONCEPTUAL MODEL TO PRACTICAL METHODS

- Workload analysis value for organizational diagnosis
- Facilitated practical exercises and method applications
- Structured individual and group feedback
- Optional post-session coaching support
- Certificate of participation or assessed certification options

BRING STRONGER DISCIPLINE TO COMPETENCY INTERVIEWING

Run this masterclass in-house, or enquire about individual participation, certification options, and tailored delivery.

ORGMASSTR can also tailor programs to specific organizational conditions or priorities.

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