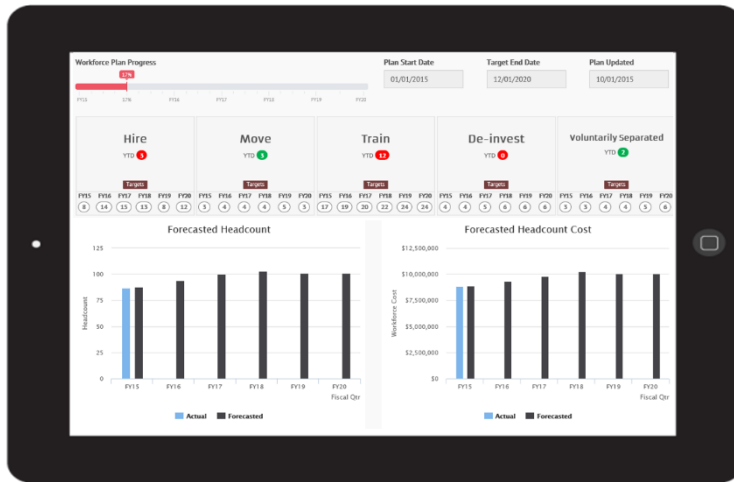


# Change in strategy

The leadership team of an engineering organization required a strategic transition plan for the workforce during facility closures and technology changes. This organization is transitioning its workforce into their new era of product development. The introduction of new technologies will significantly impact operations and human capital needs. The organization required an assessment; of the current workforce to understand their capabilities and the work they complete, an assessment of opportunities within the organization with “fit” considerations for existing and potentially displaced employees, an assessment and recommendations for development for affected employees, an assessment and recommendation of compensation considerations due to change in role. The leadership team required a comprehensive plan on how to transition geography and technology over the next 3 to 5 years.



Customer benefit from Hiper Hipo's strategic workforce planning software

- insight into the current workforce, skills and capabilities of all workers, the type of work and how it is linked to leadership strategies, provided the foundation to prioritize and sequence workforce transitions and locations
- resourcing strategy for the organization to achieve their business transition strategy and “fit” displaced workers minimizing severance costs
- plans to address excess talent and talent shortages for workforce optimization minimizing the costs associated to new hires
- comprehensive resource model down to each employee, engaging employees with career paths in-line with personal goals
- third-party integration with learning management system supporting employee training plans, reducing new hire costs and compliance tracking
- third-party integration with compensation and benefit system to support change in role and/or geography
- third-party integration with application tracking system to address talent gaps



## Key Point

A company-wide approach is critical to workforce planning. A formalized planning process that aims to adopt a consistent methodology creates a mature planning process successful at creating one source of data for the company. This approach allows a company the ability to have a more dynamic workforce that not only considers the supply of talent, but the demand for talent allowing for a more optimized workforce. The company will not only save in recruiting costs but the company is better prepared for external market and workforce transitions.