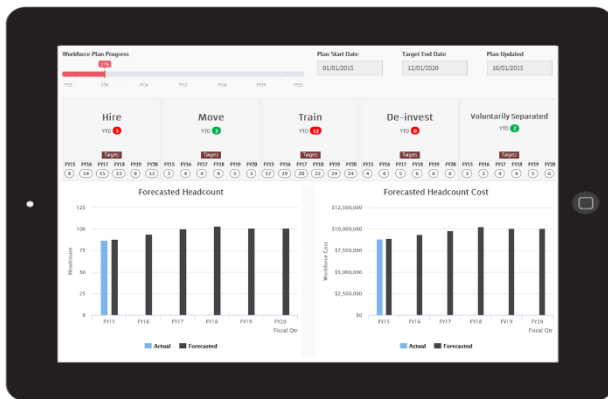


Reduce organizational costs

A global technology company that manufactures and sells a variety of hardware and software products needed a plan to churn their workforce to reduce their costs while retaining capabilities to deliver the products and services required to achieve their business goals. For the past few years the company's revenue has flattened while costs continued to increase eroding profitability. In recent years, every 12 to 18 months the company would go through workforce reductions only to hire back just as many or more employees. The company utilizing the standard method of resourcing planning (headcount vs. cost) did not have the necessary information or the guidance to make the right resourcing decisions. What they really needed was a plan to identify the cost of the different capabilities, work, and deliverables in alignment to the company's different strategies. As a result of this information the company could reduce workforce costs associated with waste and redundancies both from a work and capabilities standpoint. Going forward the company wanted a plan aligned to the company's strategy where managers will have a limited tendency to acquire more employees than needed.



Customer benefit from Hiper Hipo's strategic workforce planning software

- insight into the current capabilities and work of the workforce supporting data driven decisions to eliminate duplication of work, reduce costs, and increase productivity
- resourcing model with a strategy to retain employees with the more cost effective capabilities that demonstrate superior performance
- real-time 5 year plan managers execute against and the leadership tracks making strategic initiatives and costs more predictable, achieving quicker time to market of these initiatives
- plans leveraged third-party information and refreshed as the environment changes for business continuity and a holistic view of the business
- intuitive dashboard to make better data driven decisions around promotion and associated cost impacts and promotion “fairness”, so promotion costs don't exceed budget
- integration with third-party learning management to train early in career to support future growth
- integration with compensation and benefits system to model the cost impacts related to addition and/or removal of strategic initiatives



Key Point

A best-practice is to have a “center of excellence” to deliver more efficient and time-sensitive workforce analytics and planning. The benefits of a center like this include; a single-source of data, an ability to better access leadership to ensure organizational alignment, expert advice, and better coordination and execution of workforce planning allowing a company the ability to be more proactive in their approach and will gain a competitive advantage.