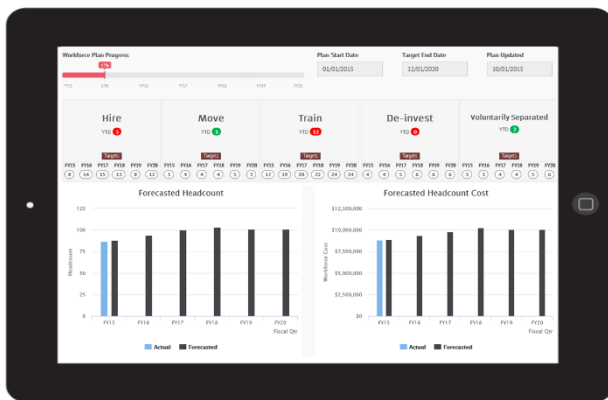


Give me a plan

The leadership team of a global supplier of capital equipment indicated past planning efforts have not yielded a workforce plan that their managers can execute against. The team was looking for a strategic workforce planning solution to make better data driven decisions. The leadership team was looking to understand the capabilities of their current workforce, the work these resources complete, how the capabilities and work align to their strategy, and a resourcing plan to close the gap between where the organization's capabilities are today and the requirements of the organization 5 years from now. The client required the plan to take into account events like attrition, promotion rate, pay velocity, and other attributes that impact the cost of the plan and/or the ability to ensure the staffing levels are being met. The plan must integrate with third-party systems to be able to push and pull information to; support informing the plan as the business changed, to push information to other systems to support the learning or hiring process. The workforce plan allowed leaders to gain insight into how well their managers were executing and the organization was tracking to the organization's strategy. The leadership team was able to address talent gaps, address work that was needed to be completed, and make the business more predictable minimizing economic risk.



Hiper Hipo's software provided

- insight into the current capabilities and work of the workforce to support data driven decisions to eliminate duplication of work, reduce costs, and increase productivity
- resourcing strategy to achieve quicker time to market of their business strategy
- capabilities addressing excess talent and talent shortages for workforce optimization reducing new hire costs and lost productivity
- real-time plan managers execute against and the leadership tracks making their strategic initiatives more predictable
- plan that leverages third-party information and refreshes as the environment changes for business continuity and a holistic view of the business
- software that supports best practices for consistency and repeatability for evolving into a more strategic organization



Key Point

An effective workforce planning process will consistently help business leaders make informed decisions regarding their talent. A poor economic environment is not the only driver of “as-needed” workforce planning efforts. Organizations conduct strategic workforce planning initiatives to address needs and goals such as; change in strategy, global expansion, change in leadership, diversification of the workforce, relocation, and mergers and acquisitions. Strategic workforce planning is a catalyst for an organization to adopt a more strategic approach to understanding and forecasting resources to meet the needs of the business.