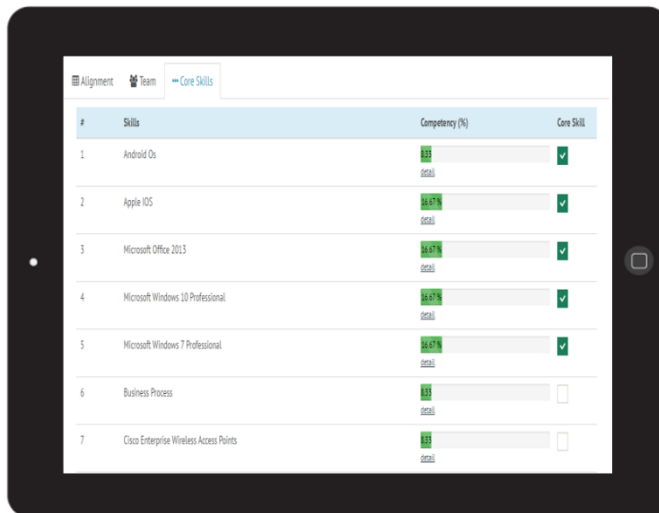


Losing your talent to customers, competitors, & partners

A global supplier of transportation entertainment services is struggling to retain talent. Highly skilled resources are leaving for better compensation and benefits to this supplier's customers. The supplier is unable to compete with the customers compensation packages. The supplier's struggles to fill their hiring plans each year, but does not know why. The supplier expanded their traditional business planning process to include strategic workforce planning capabilities to align resource models to their business strategy. The new workforce planning process allowed leaders to forecast and assess critical talent gaps leading to targeted decisions about specific build and buy strategies. In addition, the enhanced forecasts of future employee costs have given planners in finance better predictability of costs.



#	Skills	Competency (%)	Core Skill
1	Android Os	100% <small>detail</small>	<input checked="" type="checkbox"/>
2	Apple IOS	100% <small>detail</small>	<input checked="" type="checkbox"/>
3	Microsoft Office 2013	100% <small>detail</small>	<input checked="" type="checkbox"/>
4	Microsoft Windows 10 Professional	100% <small>detail</small>	<input checked="" type="checkbox"/>
5	Microsoft Windows 7 Professional	100% <small>detail</small>	<input checked="" type="checkbox"/>
6	Business Process	100% <small>detail</small>	<input type="checkbox"/>
7	Cisco Enterprise Wireless Access Points	100% <small>detail</small>	<input type="checkbox"/>

Hiper Hipo's software provided

- the ability to dive deeper than job titles and understand how skills are linked to the delivery of specific service tasks creating a compensation strategy in-line with the market and deliverables
- go beyond spreadsheets and “the headcount” vs. “budget” methodology to model what-if scenarios to illustrate the benefits of a build vs. buy resourcing strategy meeting return on investment decision criteria
- leverage the skills inventory to identify and baseline employee core skills and build a multi-tiered training program to ensure they have a 3 year talent pipeline for hard to find service positions creating career paths and succession plans to minimize lost productivity and risks associated to poor service execution and delivery
- third-party integration with application tracking system addressing talent gaps to speed up time to fill and quality of hire



Key Point

The top challenges to a successful workforce planning process include “no defined” methodology and the “lack of tools and technology”. A dynamic workforce planning process needs to consider more than the supply of talent, it needs to forecast the demand for talent based on what the organization needs to achieve.