

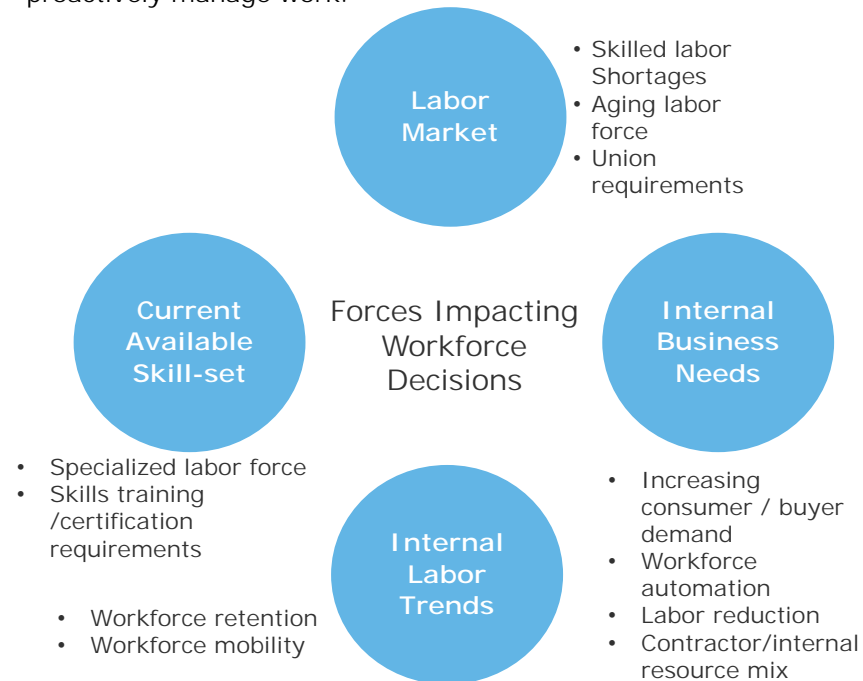
Digital Workforce Planning

An insight-driven planning solution

The digital era demands an alternative to yesterday's spreadsheet-driven assortment planning support.

In a highly-skilled workforce, employee costs can comprise up to 70% of operating expenses. Furthermore, scarce talent, shifting demographics, and the changing nature of work impact recruitment, retention, and talent deployment decisions. Notwithstanding, leaders across industries are still relying on offline-line, back-of-the envelope or 'gut-feel' practices to manage their labor force. Leading organizations, however, are taking an 'insights-driven' approach to proactively plan for the needs of the organization and the needs of their workforce, helping to minimize the costly mistakes of under or over hiring or mis-aligned talent deployment.

Deloitte's Digital Workforce Planning solution is designed to harness the power of underutilized workforce data to give leaders in edge against market and internal forces. The Planning solution utilizes predictive workforce analytics to help leaders expect the unexpected within their talent pool to increase or ramp-down their hiring needs. The planning solution also brings visibility to critical skills gaps to proactively manage work.



Key Areas to Drive Strategic Workforce Planning

Deloitte's Workforce Planning Solution includes three integrated modules that support business leaders to proactively manage their workforce.



Demand planning

Demand planning modules turns forecasted business initiatives into workforce labor needs. The Demand planning solution allows project or department leaders to identify the specific roles, skill-sets, and general workforce requirements needed to sufficiently staff their teams to meet the business demand. It then aggregates the unit level requirements to create an enterprise-level needs map



Resource and Skills Management

Critical to strategic workforce planning is an inventory of an organization's skills and labor assets. Organizations with highly-skilled employees require a detailed accounting of qualifications, certifications, and general experiences to properly meet current and future workforce needs. The Resource and Skills management module dynamically inventories skill needs and highlights at-risk skills based on predetermined parameters



Staff Planning

The staffing planning modules brings together demand planning and resource management modules with employee-level assignments both current and future. Using scenario-based planning and predictive analytics, business leaders can place employees on specific assignments and identify potential skill gaps based on internal labor trends.

Workforce Planning Solution capabilities

Deloitte’s digital workforce planning solution is powered by a combination of the cloud-based platform Anaplan (see “Connected planning solutions”) and Deloitte’s workforce analytics for fast implementation and rapid scaling across your company’s planning functions. Deloitte’s workforce planning methodology brings market insights, leading strategic workforce planning practices, and dynamic connected planning to drive business results with your most significant asset – your people.



Integrated workforce analytics and planning

Directly turns advanced analytics insights into recommendations and actions, provides flexible views to better understand performance, and links all planning components together efficiently.



Smooth integration

Interfaces with various backend systems, including financial and accounting, supply chain, and human resource management systems, including hiring requisition applications



Real-time interaction

Uses in-memory computing for constant updates when changes are made to data and when activities are handed off from one person to another or between systems.



Flexible editing

Allows users to update and change key data fields, such as attributes, to match their business needs, without IT department intervention.



Instant summary reporting

Provides real-time, instant availability of rollups and summaries across the enterprise and provides visualization of workforce needs

Connected planning solutions

Anaplan’s cloud-based platform is designed to connect you with data, people, plans, and your business needs to make better-informed decisions and drive faster, more responsive planning. Minimize business disruption due to workforce shortages by proactively planning against the inventory of available current and future resources. Connect your supply chain with employee and financial plans so you can quickly adapt to changing priorities. Analyze and evaluate “what-if” scenarios to optimize your workforce plans and help make insight-driven decisions. Additionally, Anaplan’s robust calculation engine allows users to tailor workforce needs to changing external and internal market forces as the climate changes.

Start the conversation

Simmi Mehta

Deloitte Consulting LLP
spmehta@deloitte.com

Andrew Tinajero

Deloitte Consulting LLP
atinajero@deloitte.com