



Strategic Workforce Planning

Evolve Your Workforce Planning to
Enable Business Outcomes

Over the past several years, organizations have been forced to continually realign business strategies to meet changing market dynamics. As a result, having the ability to plan for workforce needs and seamlessly execute on plans has now become essential for organizations to maintain agility and remain competitive.

To effectively conduct workforce planning, organizations should require:

1 A thoughtful and efficient process that facilitates both operational and strategic workforce planning

2 An appropriate set of data, analytics, and technology solutions that enable these processes

3 Clearly articulated roles and governance to drive adherence, business adoption, and process sustainability

A clear need for strategically planning for the future:

Given the need for increased agility, coupled with a simultaneous shortage of the skilled talent required, more organizations are listing the need for clear workforce expectations among their major business imperatives – in fact, 46% list having these expectations outlined to meet current demand among their major imperatives, while 36% report having these expectations to meet future needs among their major imperatives; Notwithstanding, only 16% of workforces within organizations are actually ready to meet these future needs .

Let experts be your guide when making the leap to strategic workforce planning:








The complexity of managing a workforce to meet current and future needs increases as companies get larger and have more functions/intersections/teams/etc. As strategic information about the talent becomes needed, and the related workforce decision-making becomes more decentralized, having the right processes, tools, and governance to support dynamic planning becomes more critical.

Deloitte's Workforce Planning Solutions help organizations develop and deliver workforce planning across a broad set of use cases. This capability allows organizations to rapidly envision a future state and identify the areas of greatest opportunity for data, analytics, and technology.






Coupled with process transformation, organizational readiness, and change management, Deloitte helps organizations to fully utilize the technology implemented and ensure the appropriate level of business adoption. Furthermore, Deloitte's experience in setting up Anaplan Centers of Excellence can help organizations to plan for the appropriate resource allocation and support to create a sustainable process.



Operational Workforce Planning

-  Execute and evaluate impact of headcount planning actions like terminations, leaves, and other changes
-  Determine and close the workforce planning gap for different attrition and retirement scenarios
-  Approve new hires and contingent worker additions and reconcile new employees/ workers with planned vacancies
-  Automatically calculate global personnel costs
-  Implement scenario planning for different pay raise budgets and bonus multipliers
-  Plan for employee and contingent worker related costs such as company cars, laptops, and other expenses
-  Report on cost drivers to gain transparency on year over year budget changes

Strategic Workforce Planning

-  Determine the workforce implications of strategic initiatives
-  Model different transformation, saving, and re-organization scenarios
-  Plan the skills and capabilities needed to succeed, as well as how to ensure sufficient availability
-  Track the progress made on diversity, equity, and inclusion goals, as well as the workforce mix
-  Scenario planning for longer-term external and internal market and industry disruptors

Learn how Deloitte can help accelerate your strategic workforce planning goals

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