



# Bring your labor into sharper focus

## A new lens on wiser workforce management



LaborWise / A powerful lens for analyzing labor spending.

When it comes to labor costs, some executives are operating in a fog, by their own admission. While they may suspect that labor costs are taking a toll on the bottom line, it can be difficult to pinpoint exactly how big an impact labor is having, and where the problems are most acute. That's where LaborWise comes in.

### Turning insight into action

Most organizations are swimming in a sea of labor-related data. They may have the information they need, but may not have the tools to make sense of it all and act on their insights.

LaborWise helps executives look at their data in new ways that can lead to real insights, enabled by deep business analytics capabilities and data visualization techniques. As a result, they're able to analyze their labor landscape where it matters most—labor spending, resource utilization, and missed revenue opportunities—to uncover the root causes of some of their most stubborn labor challenges. LaborWise is more than technology—once these insights are identified, understood and absorbed, the LaborWise team generates (and can help execute) a plan of action based on those findings.



Cost savings per employee  
**\$200–\$800**

Based on Deloitte analysis, the average employer suffers from payroll leakage that results in excess labor cost equivalent to 0.5% to 2.5% of total payroll every year. If resolved, **the average savings could be \$200 to \$800 per person annually.**

### Product key features

#### Methodology Pragmatic

LaborWise is an analytics engine that provides a baseline assessment, followed by data-driven remediation, and ongoing monitoring.

#### Insight Revealing

This easy-to-use interface gives you unprecedented insight into current labor issues, where they originate, and their long-term impacts on cost and utilization.

#### Assess Effective

Your organization, supported by Deloitte's LaborWise team of experienced practitioners, can create a plan of action to help remediate labor issues.

#### Monitor Cost-effective

LaborWise can save a company consistent annual savings, through data-driven analysis that helps organizations maintain and optimize their current workforce.

## LaborWise solution identifies, quantifies, and helps resolve hidden sources of labor overspend, delivering sustainable hard-dollar labor savings.

### Potential bottom-line benefits

With a clear view into labor costs and related issues, LaborWise users are armed with the insights that can help them realize labor-related benefits, including ability to:

#### Take action

LaborWise plays a central role in identifying specific labor-related challenges, and sparks a series of actions and processes to remedy those challenges.

#### See exactly how you're doing

LaborWise can help diagnose the source and scope of persistent labor problems. What is the magnitude of your overspending on labor? Where are the problems arising, and which are most acute? How complex are they? How quickly are they changing? These are the types of questions LaborWise can help you answer.

#### Make the case for change

Front line managers need facts to support changes and adjustments to their strategy. Executives need insights that support the business case for larger-scale changes in the organization. LaborWise can help supply both with the knowledge and insights they need to make the case, from savings potential to accountability for outcomes and beyond.

### Executive dashboard highlights your potential savings



### Detailed analytics show the magnitude and location of your labor overspending



### How Deloitte can help



Labor is an issue that must be analyzed and understood within the context of the whole business. That's where Deloitte excels—our Workforce Strategy & Insights practice provides a full-spectrum understanding of business and labor issues to every engagement, filtered through an industry and sector-specific approach. We know how businesses work, how labor contributes to their success—and how to drive change on this issue from the finance organization. With LaborWise, we bring our leadership in technology and business analytics together to create sustainable value.

For more information, visit [www.deloitte.com/laborwise](http://www.deloitte.com/laborwise) or contact us:

**Bob Kaunert**  
Principal  
Deloitte Consulting LLP  
bkaunert@deloitte.com

**Lisa Disselkamp**  
Managing Director  
Deloitte Consulting LLP  
ldisselkamp@deloitte.com

**Lisa Gebbia**  
Senior Manager  
Deloitte Consulting LLP  
lgebbia@deloitte.com

This publication contains general information only, and none of the member firms of Deloitte ToucheTohmatsu Limited, its member firms, or their related entities (collective, the "Deloitte Network") is, by means of this publication, rendering professional advice or services. Before making any decision or taking any action that may affect your business, you should consult a qualified professional adviser. No entity in the Deloitte Network shall be responsible for any loss whatsoever sustained by any person who relies on this publication.

As used in this document, "Deloitte" means Deloitte Consulting LLP, a subsidiary of Deloitte LLP. Please see [www.deloitte.com/us/about](http://www.deloitte.com/us/about) for a detailed description of the legal structure of Deloitte LLP and its subsidiaries. Certain services may not be available to attest clients under the rules and regulations of public accounting.