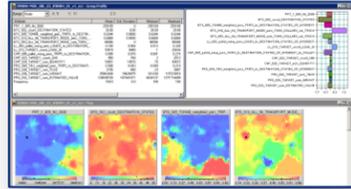


Workforce Optimization Approach

Tools and Accelerators



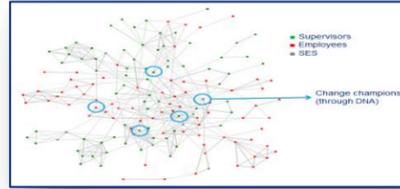
Workforce Analytics

Deloitte's Workforce Analytics tools provide the ability to shape future requirements, maximize cost efficiencies, and drive scenario-based workforce planning.



Data Visualization

Deloitte uses state-of-the-art tools, simulations, and processes to help DoD leaders visualize data in ways that lead to cost- and risk-informed decision-making.



Analytics Driven Change

Deloitte's process for quantifiable change helps clients extract analytics-driven insights, deliver solutions with precision, and create change with lasting impact.

Client Experiences

Client	Services Provided	Results
Joint Improvised Explosive Device Defeat Organization (JIEDDO)	Developed an interactive scenario-based decision tool to quantify major military, civilian, and contractor force reduction decisions	<ul style="list-style-type: none"> JIEDDO leadership now has an analytical engine to guide its restructuring, justify its resources to Congress, and proactively determine how to best allocate its manpower.
Office of Naval Research (ONR)	Deloitte provided ONR with a plan to reduce \$86 million in contractor costs.	<ul style="list-style-type: none"> This effort enabled ONR to reduce the workforce and improve efficiency while minimizing impact on its mission. Deloitte also positioned the agency for additional savings and efficiencies across other workforce areas through quantitative and qualitative data findings.
Deputy Chief of Naval Operations (N1)	Deloitte developed an N1 Integrated Workforce Sight Picture Prototype to visually display total force impacts of Navy force structure changes.	<ul style="list-style-type: none"> Leaders and resource sponsors across Navy have the ability to visualize and analyze their total force as it relates to workforce structure changes. Reduced manual effort in analyzing data allows for real-time accessibility to answers.

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Workforce Optimization

Using data to solve workforce challenges

August 2014

Deloitte.

Workforce Optimization

Helping DoD Leaders use data to streamline the workforce, cut costs, enhance mission performance and capability



DoD's change imperative

What leaders have on their minds



A call to do more with less

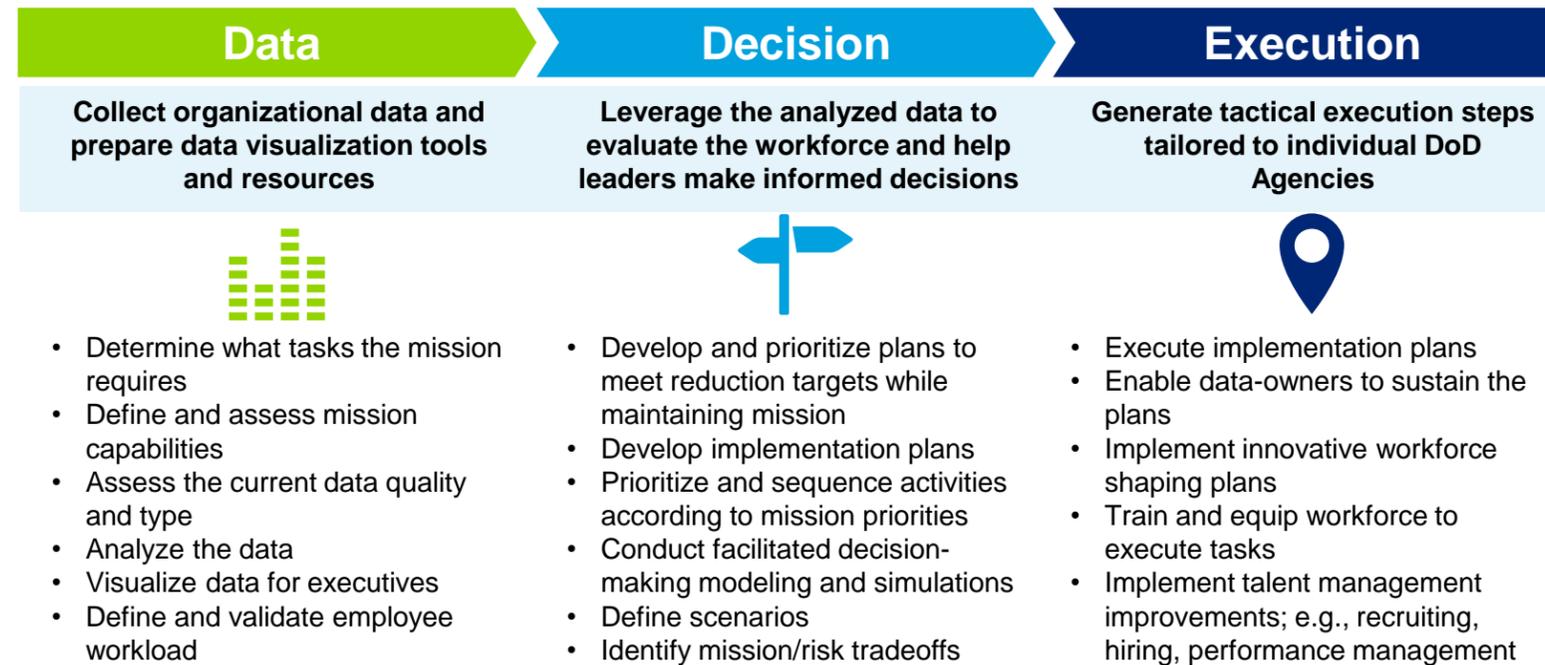
As the fiscal environment and mission priorities continue to change, DoD agencies face many new workforce challenges.

- Competency Gaps** Widespread workforce reductions can lead to critical competency gaps
- Budget Pressure** The need to "intelligently" identify current and future reductions
- Data "Overload"** Vast amounts of data are difficult to structure for decision-making
- Complex and Evolving Mission Sets** Leaders need to make data-driven decisions to properly align resources to changing mission requirements

Data driving workforce solutions while meeting mission

Deloitte's approach

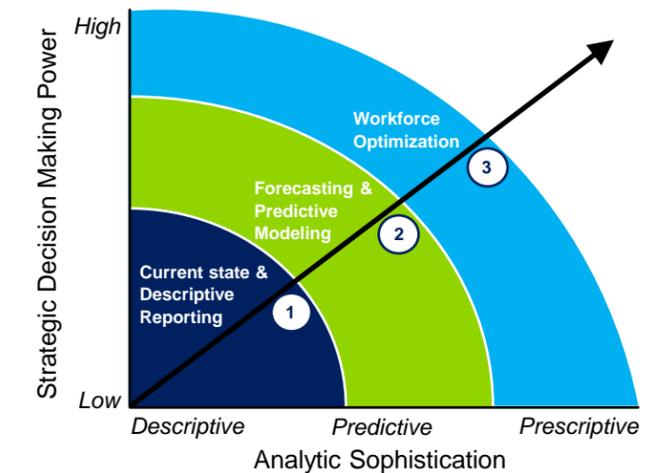
Deloitte's customizable Workforce Optimization Solution helps DoD Agencies make data-informed workforce decisions by using analysis and visualization to help leaders respond to their changing mission priorities. Our approach is designed to accelerate from data analysis to decision to execution so DoD leaders can make and defend decisions, optimize the workforce and sustain performance.



- Determine manpower and personnel impacts of changes
- Address data needs and improve data quality
- Use data analysis to drive change
- Measure organizational cohesiveness and strategy adoption during transformation
- Use data to measure and track organizational performance

Growing capabilities

We help leaders make decisions and advance analytical capabilities



DoD Agencies who use Workforce Optimization increase their ability to respond to new mission needs and build analytical capability for the future.

Our keys to data analytics success

- We refine the data required for analysis; our focus is on data *quality* rather than *quantity*
- We complement quantitative data with qualitative data to provide context and insight and to help tell the story
- We develop sustainable data analytics tools, processes, and capabilities for ongoing needs
- We combine deep analytics and modeling expertise with specific knowledge of your mission and organization
- We view insights gained with analytics through a mission lens