



TO EACH THEIR OWN

A variety of approaches to strategic workforce planning are possible

Stable Organization

Workforce Characterization

- Highly predictable labor demand

Workforce Planning Goals

- Project long-term future demand
- Project long-term internal supply for given attrition
- Facilitate knowledge transfer

Typical Components of Workforce Plan

- Long term plan possible (five to ten years)
- Low complexity
- Focused on critical talent segments
- Long term talent gap solutions

Semi-Stable Organization

Workforce Characterization

- Moderately predictable labor demand, with some pockets of uncertainty

Workforce Planning Goals

- Project long-term future demand where possible
- Project internal supply for given attrition
- Facilitate knowledge transfer

Typical Components of Workforce Plan

- Long term plan (three to seven years)
- Moderate complexity
- Scenario modeling with probability analysis
- Focused on critical talent segments
- Long term talent gap solutions for critical talent needs
- Short term talent solutions for immediate needs

Dynamic Organization

Workforce Characterization

- Highly unpredictable labor demand

Workforce Planning Goals

- Integrate with business strategy
- Dynamic talent plans
- Talent plans tied to business strategy

Typical Components of Workforce Plan

- High complexity
- Scenario modeling
- Quickly adaptable to changes in business strategy
- Focused on critical talent segment
- Tie to business strategy planning cycle

Business Predictability