



# Workforce Planning

## What if you knew the impact of your talent decisions before you had to make them?

Are you experiencing a high degree of turnover of with your key people? Are competitive pressures and changing workforce dynamics forcing you to alter the way you operate your business? Are advances in technology making skills prematurely obsolete in your industry? Will the expected global skill shortages or the aging workforce expose your organization to significant risk?

Gaining insight into the consequences of your decisions upfront can make all the difference in your ability to execute your strategy effectively. What if you could...

- Forecast critical workforce demands, analyze where critical talent gaps lie, and then fill those gaps?
- Model the skills and competencies your organization needs to meet your future growth strategy?
- Quantify the financial implications of your strategic workforce planning decisions?



Strategic Workforce Planning home page, also acting as site map to allow quick navigation to process activities.





Identify and address critical workforce issues before they become a problem.

## Build the Foundation of Your Future Success Today

With SAP SuccessFactors Workforce Planning you can conduct sophisticated workforce modeling based on head count and hiring data, turnover rates, retirement age, and cost data to create strategies today that can ensure your organization's readiness for the future. This proven solution has been in use by Fortune 500 companies around the globe for nearly 30 years, helping them bridge the execution gap between strategy and business results.

SAP SuccessFactors Workforce Planning helps you:

- **Make informed decisions** – Formulate your strategy with greater confidence by knowing your forecasts are based on credible workforce data from across your business systems.
- **Mitigate risks** – Identify the skills and competencies needed to meet your growth strategy, and address gaps and associated risks surfaced by workforce projections.
- **Optimize your results** – Dynamically model different workforce scenarios and understand their financial implications – in real time – with robust “what-if?” financial modeling.

## Proven Methodology Delivers Real Results

Recognized as the global leader in defining, gathering, and interpreting workforce information,

SAP SuccessFactors has a proven methodology that accelerates organizations' ability to develop and execute effective workforce plans. Its framework promotes the success of your workforce planning project and allows your project to be integrated with other business planning processes:

- **Strategic analysis** – Analyze business issues, drivers and environmental factors and decide future state and scenarios. Capture planning assumptions and identify critical job roles and capabilities.
- **Supply and demand forecasting** – Project the size and shape of the future workforce required to execute on business strategy. Conduct detailed demand modeling, internal supply forecasting, and gap analysis for skills across critical job roles.
- **Risk analysis** – Ascertain workforce risks that pose a threat to your business strategy and execution.
- **Strategy, impact, and cost modeling** – Perform “what if” modeling to quantify the outcome of various workforce scenarios, comparing the true business impact of employee hiring, development, and retention decisions. Leverage our “Strategy Bank” of workforce planning designs, develop strategic interventions and visualize the associated impacts and costs.



**“What if” financial modeling and dashboards help you quantify and communicate the impact of different workforce scenarios.**

- **Action and accountability:** Determine how to integrate workforce strategies into the overall corporate strategies and how to measure success. Assign accountability for implementation and communication of results.

Combine SAP SuccessFactors Workforce Planning with SAP SuccessFactors Workforce Analytics to leverage its comprehensive library of predefined metrics and take your workforce data to a new level of analysis and actionable insights.

### HR as a Partner to the Business

During periods of difficult economic conditions, organizations increasingly focus efforts towards initiatives that can create a competitive edge, assist in risk management, and enhance organizational effectiveness.

Strategic workforce planning is all about reducing the risk of not having the right people at the right time to execute on business strategy. It presents an opportunity to make a significant impact on the overall effectiveness and success of an organization, and it will serve to position HR as a true partner to the business for the future.

### Get a Jump Start with Expert Advice

SAP SuccessFactors Workforce Planning customers are part of an active user community. Benefits may include:

- Access to experts in the field of workforce planning, human capital strategy, human resource interventions, metrics, and data usage that drive business execution.
- Professional development services designed to help you develop the skills necessary to improve the positive impact data can have on your organization.
- Regular product webinars that cover timely, relevant topics and allow customers to share their insights with the broader community.

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