



What is your long-term strategy for an aging workforce, skill shortages, proliferation of rules and regulations and technology advancements?

Strategic Workforce Planning

We understand the importance of aligning your workforce to your human capital goals. By proactively projecting workforce requirements for the future, your organization will ensure that the right people with the right skills, experiences, and competencies are in the right jobs at the right time.

When the right employees are recruited and are provided the appropriate training, tools, structures, incentives, and accountability, your organizational success can be accelerated. Our workforce planning approach provides you with the framework for making staffing decisions based on your organization's mission, strategic plan, budgetary resources, technologies, and human resources needs. Workforce planning enables your organization to:

- Ensure a common understanding of your mission and goals
- Understand the current demographics and skill gaps that may arise
- Help managers make better decisions and identify areas of priority
- Maximize return on investments in HR policies and programs
- Enable organizations to manage human capital more efficiently
- Project retirement rates and make plans for replacing lost competencies
- Identify critical segments of the workforce and manage each segment with a unique approach

Our step-by-step approach is designed to help you ensure effective succession planning, leadership development, and diversity planning. We follow a logical plan of action beginning with a look at your strategic direction.

Next, we conduct an analysis of your workforce and workload projections to identify and prioritize the gaps between the current state and future needs of your organization. After analysis, we help you develop strategies for talent retention.

We can help you implement this step-by-step plan and assist you in monitoring and evaluating your approach to keep the strategy on track in the years ahead.