

Workforce Planning Self Assessment 2026 Report



Prepared for John Smith — Orgvue

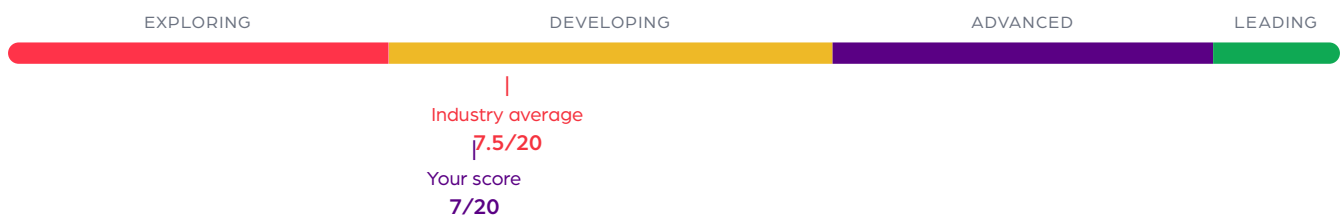
Your score



out of 20

Developing

You've likely made progress in all the key areas relating skills, systems, and processes, but some may be more developed than others. Read on for your summary and next steps.



Your answers

Strategic alignment and collaboration: How well aligned are HR, Finance, Transformation and business leaders around workforce planning priorities, decisions and outcomes?

Planning is jointly owned across HR, Finance and the business, with agreed governance, regular reviews and clear links to strategy, budget and transformation priorities

Data foundation and organization system: How reliable and connected is your data across work, skills, roles, positions, people and cost?

Data can be assembled for planning, but it requires significant manual cleansing, is limited to in situ employees and does not provide a view of vacancies or future workforce demand

Work-led planning and scenario modelling: How well do you understand the work that needs to be done, how it is changing with AI, and what this means for roles, skills, positions, FTE and cost?

Teams discuss skills, roles or automation impact, but assumptions about work demand are mostly qualitative, inconsistent or disconnected from workforce plans

Technology and connected planning: How well does your technology support workforce planning across strategic, operational and execution horizons?

Technology supports parts of the planning process, such as dashboards, position planning or scenario models, but plans do not yet flow cleanly across horizons or functions

Capability, execution and continuous improvement: How confident is your organization in turning workforce plans into action and improving planning maturity over time?

There is limited in-house workforce planning expertise, so planning relies on ad hoc effort, external support or a small number of specialists

Summary

You've likely made progress in all the key areas relating skills, systems, and processes, but some may be more developed than others. Also, you may still have a few key roles in your planning process that need to be better defined or could benefit from additional resources.

The most successful companies tend to perform well across all areas of process standardization and governance, so you will want to continue to refine your planning process and build consistency across the organization. Even so, you're likely to still have some strategy and governance challenges, and these need to be addressed to achieve an above average score.

Next steps

- 1 Refine skills & enhance resources:** Continue to further develop the skills you already have and consider additional investment in people and technology. Don't wait until you have every part of the process refined, but equally don't over-extend the team and forget to overlook the basics.
- 2 Enhance processes and promote collaboration:** Address any gaps in your overall process to identify the weakest areas and prioritize improvement. Many organizations struggle with timely and efficient collaboration between functional areas and teams during planning, for example – rely on executive sponsorship to continue to drive forward partnerships. Invest in technology that allows delegation of tasks across business units but which can be managed from a central aggregated platform.
- 3 Strengthen business case for additional investment:** Identify areas where planning has and will save fiscal and temporal resources in the long term and use these points to strengthen your case to build on investments in people and technology, as these two components are closely correlated with maturity in workforce planning.

See how Orgvue's workforce planning software helps

Orgvue provides the technology foundation, supported by AI, so you can align your workforce size, skills and cost to your strategy. How? By bringing together strategic workforce planning and organizational design in one you can design your current organization in line with the projected needs of your future business.

Explore our workforce planning solution at orgvue.com/WFP

Book a demo at orgvue.com/demo

Orgvue is an organizational design and planning platform that empowers your business to transform its workforce by understanding the work people do and the skills they have. Our platform connects strategy to structure, providing clarity of vision, so you can build a more adaptable, better performing organization that thrives in a constantly changing world of work.

The world's largest and best-known enterprises and consulting firms use Orgvue to visualize and model current and future states of the organization and make faster, more informed decisions. The company is headquartered in London, with offices in Philadelphia, The Hague, Toronto, and Sydney.

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