Continuous workforce planning: turning theory into practice

Forrester surveyed 209 senior decision makers at large enterprises in North America, Europe and the United Kingdom to evaluate the state of workforce planning today. They found that continuous workforce planning is fast becoming essential to achieving business outcomes. But the way organizations approach workforce planning is holding them back. And these businesses know it.

The problem of departmental misalignment

HR and Finance don't share ownership for workforce planning activities and for the most part, don't think this needs changing.

Recommendations

Continuous workforce planning is an enabler of resilient, adaptive organizations. In association with Orgvue, this Forrester survey raises important recommendations:

01 Adjust your workforce planning approach

Technology-driven, continuous workforce planning is essential in today’s uncertain environment. Organizations need to adopt a technology-driven, continuous approach, rather than a traditional periodic planning approach.

02 Focus continuously on the right KPIs

Tech-driven, continuous planning approaches provide enterprise-wide insights that drive better business outcomes. HR and Finance need to adopt a shared focus on key metrics and outcomes to ensure no blind spots in planning.

03 Invest in technology

Technology is essential to successful planning. Today’s technology-driven, continuous workforce planning environments require enterprise-wide solutions, rather than a patchwork of disconnected processes.

04 Build in-house capability for workforce planning

Organizations need to invest in software tools that can create adaptable, flexible workforce plans and which reduce human error and manual planning processes. Collaboration across functions, particularly HR and Finance, is essential to ensure plans reflect organizational goals and objectives.

How Orgvue helps

Organizations need to conduct workforce planning more frequently and focus more on long-term outcomes.

Discover how we can help you meet your workforce planning objectives; simply visit orgvue.com/talk-to-us/ to get in touch.