Workforce planning self assessment report

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Hello testkathy1

Here's your personalized report!

Congratulations, this is another important step in your workforce planning journey, and we hope you find the below insights and recommendations helpful in guiding future conversations and decisions. We believe that with enhanced collaboration and a consistent process supported by technology, workforce planning allows HR and Finance teams to influence workforce decisions in a data-driven way. Increasing collaboration as well as creating governance around a defined process are key parts of building this capability. This assessment outlines where you are today and makes some suggestions for what to do next.

Get the breakdown
Workforce planning

Now

It appears that you’re just starting out on your workforce planning journey! Congratulations! Since you are starting out, you may have limited resources, skills and technology to support the practice of workforce planning. Lower maturity assessment scoring emphasizes the importance executive sponsorship, establishing a consistent process built on a foundation of organizational data to bring your planning vision to life. Process oversight and governance is generally linked to maturity, so your data and processes are likely to be underdeveloped.

Next steps

We’d recommend that you:

✓ Secure executive sponsorship to drive the establishment of a workforce planning process

Executive sponsorship is a top-priority to enable an organization to conduct workforce planning. Establishing enterprise-wide planning requires leadership directive to bring together groups across HR, FP&A, and individual business units to work towards one common goal.

✓ Build skills & capability knowledge

Planning a workforce is difficult without sufficient knowledge in organizational design and planning—building and developing these skills should be the first priority as an organization. Focus first on getting a single planning baseline to establish your current state and conduct position planning from there. Home skills in smaller proof of concept projects ahead of rolling out enterprise wide.

✓ Invest in Technology

Investment in data management and technologies to aid in resolving data quality issues is paramount. Look for technology that can help guide you through basic planning steps. Establishing a baseline standard for data quality is necessary before planning can commence.

You’re in the ‘Discovery’ stage of workforce planning maturity

You may not yet have a fully formed planning process but it’s now on the agenda. You’re also looking at integrating multiple sources of data into your workforce planning capability but need to improve processes to support this. Concentrate on making the basics as robust as possible. Focus on ironing out inconsistencies in your data and begin enlisting support from across the business to make the case for investment. To learn more about how to develop your workforce planning maturity talk to us.