



# HRFORECAST

Big Data for Big Questions

## Strategic Workforce Planning

Integrated workforce management using big  
data technologies

**DEVELOPED BY EXPERTS**

HRForecast would like to thank our internationally  
renowned development partners  
Airbus, BASF, TU Ingolstadt, Nokia Siemens Networks  
Roland Berger Strategy Consultants, Siemens

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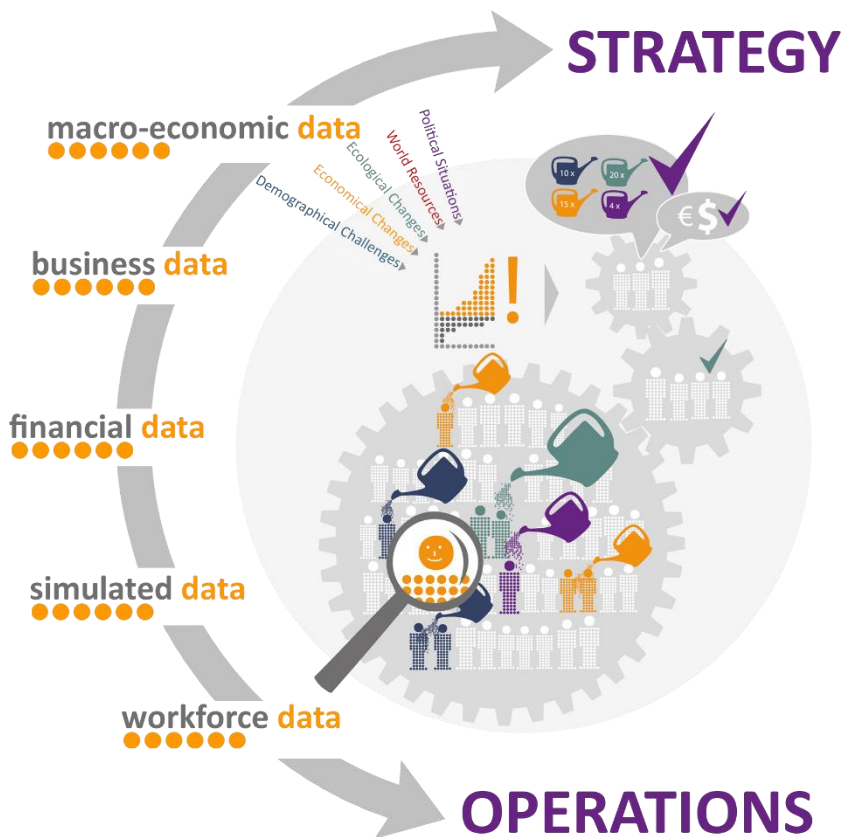


EUROPÄISCHE UNION

# STRATEGIC WORKFORCE PLANNING | Our approach translates your business strategy into concrete quantitative FTE demands and skillset requirements, even in volatile environments

## DATA INTEGRATION

benefit from the inclusion of internal and external data and the simulation of future scenarios as a managed service



## Result

### Management Level

Defined **operating model and workforce demand** aligned with the business & connected to the macro-environment

## Tools

- value-chain based workforce demand determination
- scenario simulations to assess fit of strategy under various and changing business environments

### Functional Level

**Agile and efficient organization and workforce-architecture** using optimization technologies

- analysis and measures along employee life-cycle
- implementation of SWP as a process

### Employee Level

**Individually supported employees** equipped with needed skills to support strategic goals

- risk analysis concerning function availability
- data-driven gap-closing measures

# STRATEGIC WORKFORCE PLANNING IMPLEMENTATION | We supports you to become a value-adding & trusted strategic business partner giving your workforce a competitive advantage

Business Strategy

HR Strategy



## Analyse

### 1. Structural Analysis

Description of the structure

- How does (key) knowledge move around the company and where is it missing?
- Where and when do most employees leave the organization?

### 2. Driver Analysis

Explanation of the structure

- What are the reasons for employee attrition?
- How can workforce developments be accelerated and/or optimized?
- What characterizes a key employee?

- Workforce Analytics
- Comprehensive Risk Analysis



## Plan

### 3. Planning

Determination of the demand

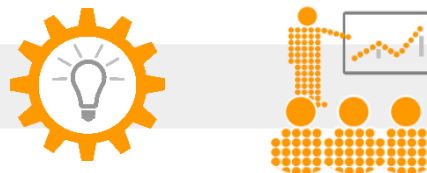
- How can financial plans be translated into workforce demand figures?
- What is the impact of business volatility and uncertainty on the FTE demands?

### 4. Measure Simulation

Optimization of the structure

- Which impact do management practices (e.g. diversity push) have on the workforce and the company?
- Which gaps need to be filled and by which method (hire, develop, separate)?

- Demand Workshops with HR and business representatives
- HRThinkBox (scenario simulations)



## Monitor & Control

### 5. Monitor & Control

Regularly check target achievement

- How can I keep track of my workforce planning KPIs in real-time?
- How can the communication flow between business, HR and employees be optimized?

### 6. SWP as a Process

Implement systematic SWP

- How can organizational SWP be implemented in the company?
- How does 'SWP as a service' work and why does it require less effort and costs than traditional SWP?

- Workforce Management Mobile Application



Any Questions?



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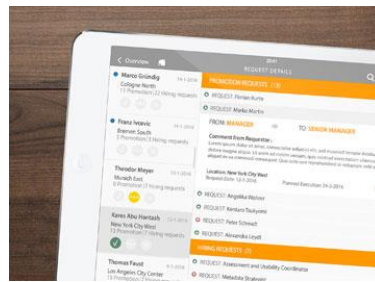
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