

STRATEGIC WORKFORCE PLANNING FOR HR DIRECTORS

Strategic workforce planning is all about getting the right people doing the right things at the right cost, in a way that helps you achieve your strategic goals now and in the future. It'll help you control costs throughout the company, and also make your money work smarter by making sure you're investing in the right people. And it'll help you plan for the future.

Strategic workforce planning brings HR into strategic business decisions by providing the bridge between strategy and people. It helps you shape the dialogue with business partners by focusing on strategic capabilities. It'll help you define the people issues you can resolve in order to achieve your organization's goals. And it'll make you a stronger player in the delivery of your corporate strategy.

It'll show your focus and commitment to putting the right people in the right roles. It'll help you attract, develop and keep the right people. It'll also help you identify the people that need more development.

You'll be able to support cost-cutting plans by making sure they support and build strategic capabilities. It'll help you make your company leaner and fitter.

And we'll pass on what we know to you, so you'll finish the process more able to carry out your own strategic planning. This is why we believe strategic workforce planning will be a key part of the future of HR.

WHY HAY GROUP?

Hay Group's methods are based on over 70 years of knowledge, data and experience of every aspect of people, jobs and organization. We've combined those methods with the best technology to bring you strategic workforce planning done right.

Because we understand every element of the workplace, and the strategies behind it, our expert consultants can put together a bespoke solution for you. And with the right information behind you, you'll be in a better place to recommend solutions and put them into practice. And the right solutions will lead to real, measurable results.

We'll work with you to create a workforce that's based around the "5 rights".

THE "5 RIGHTS"

- **Right Size** – getting the right amount of staff to reach your strategic goals efficiently and effectively
- **Right Skills** – identifying gaps in your people's skills, so you can plan your workforce the right way
- **Right Shape** – getting your structure right doesn't just mean that everything will run smoothly. It'll also help enable and motivate your people.
- **Right Site** – As you continue to grow, it's important to make sure you have the right people in the right places
- **Right Spend** – Invest the right amounts and spend less on the wrong things.

“STRATEGIC WORKFORCE PLANNING IS ABOUT MATCHING RESOURCES TO STRATEGIC NEEDS. THAT’S WHAT WE DO.”

Eric Pelletier, global director, strategic workforce planning

GETTING IT RIGHT

In order to do strategic workforce planning right, you need to make sure you have the right people doing the right things. You need to make sure that it works with what you’re doing now and what you’re doing in the future. And you need to make sure it makes sense financially.

That’s the right workforce, today and tomorrow, at the right cost.

COST CUTTING AND SCENARIO FORECASTING

When you work with us, we’ll help you make cost-saving decisions based around having the right people doing the right things. You won’t just save money by concentrating on the right people – you will also be investing your money in a smarter way.

We’ll help you build your strategic capabilities, spend less money, and make decisions backed by hard data.

USE THE LATEST TECHNOLOGY TO SEE THE FUTURE

You’ll also get exclusive access to Dynaplan, one of the most powerful forecasting tools there is when it comes to future planning. You can use a huge amount of variables and hypotheticals over different time periods, to

give you the most accurate possible view of what the future of your workforce will be. That data and insight will be wrapped in bespoke interactive reports that are intuitive to understand.

WANT TO KNOW MORE?

If you want to find out more about strategic workforce planning, then you just need to get in touch.

Visit us at www.haygroup.com

© 2015 Hay Group. All rights reserved.



Hay Group is a global management consulting firm that works with leaders to transform strategy into reality. We develop talent, organize people to be more effective and motivate them to perform at their best. Our focus is on making change happen and helping people and organizations realize their potential.

We have over 4000 employees working in 86 offices in 49 countries. Our insight is supported by robust data from over 125 countries. Our clients are from the private, public and not-for-profit sectors, across every major industry. For more information please contact your local office through www.haygroup.com

w www.haygroup.com
b blog.haygroup.com