

strategic workforce planning

prepare today for tomorrow's business needs

Workforce planning is systematic, disciplined process for identifying and addressing gaps between current and projected future workforce requirements.

It provides a rational business basis for prioritizing, developing, and funding the people practices to support business objectives.

In times of uncertainty and transition, your workforce plan is fundamental to creating and delivering your business strategy.

Good strategic workforce planning enables your organization to bring clarity from the chaos of constant change.

An effective workforce plan strengthens your business strategy in good times:

Corporate says...	Workforce considerations
We need to invest in digital transformation	<ul style="list-style-type: none"> • Where are the best external sources of tech-savvy talent? • Which members of your existing workforce have skillsets that can transfer easily to developing new technologies?

And also builds organizational resilience in tough times:

Corporate says...	Workforce considerations
We need to respond to a broad-based economic shock	<ul style="list-style-type: none"> • Should you cut high-volume employees or managers? • If natural attrition is allowed to take course, how will your organizational structure change? • Which skills are most critical to retain, and which are easily sourced when the period of market instability ends? • Can employees staffed on product development be effectively redeployed to perform core tasks?



Mercer has worked with clients answering questions like these for over 20 years, through market crashes, unemployment and rebounds. Our strategic workforce planning methodology and tools enable companies to derive clarity from chaos and make your people strategy aligned with business strategy.

Where are you along the Workforce Planning Maturity Scale?

Mercer’s framework will lift you up along the curve, moving your organization from short-term operational planning to long term scenario-based strategic planning.



Our integrated framework covers five key areas to ensure success. When disruptions, growth or even steady-state progression urge business to fundamentally reconsider staffing and continuity, our data-driven approach to strategic workforce planning provides insights, actions and a plan to drive the business.

Methodology
How do I translate the strategy into actions?

Our proven, transferable methodology involves close partnership with your team across a four stage process – Gain insights, measure talent supply and demand gaps, model solutions and formulate workforce plans, and take actions.

Analytic Tools
How do I predict my employee flows and demand?

Mercer’s sophisticated labor supply and demand planning tools are key to making the data-driven forecasts that sit behind effective workforce strategies. These tools cover quantitative gaps in your future needs, as well as the skills and abilities needed for the workforce of the future both in terms of the quantity and characteristics of employees.

Internal View
Who will be impacted?

Using Mercer’s proprietary Internal Labor Market Analysis as a lens to interpret your HR data, we provide the internal workforce view and insights that are unique to your organization. These insights help you make sense of the incentive systems and workforce flows that govern behavior in your workforce.

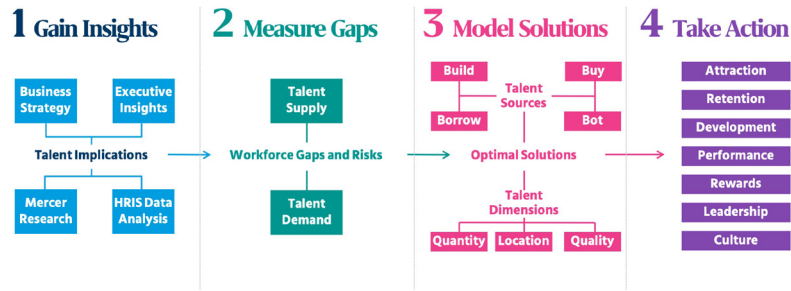
External Data
What is going on in the external market?

Mercer leverages publicly-available information and maintains propriety labor market data to help our clients understanding talent availability in the external labor market. This enables our clients to make intelligent decisions around talent sourcing, and decisions around what talent to “buy,” and what needs to be “built.”

Solutions
What has worked for other organizations and in the past?

With over 20 years of cumulative experience in Strategic Workforce Planning, Mercer consultants have cases and expertise across different industries and economic conditions to draw upon.

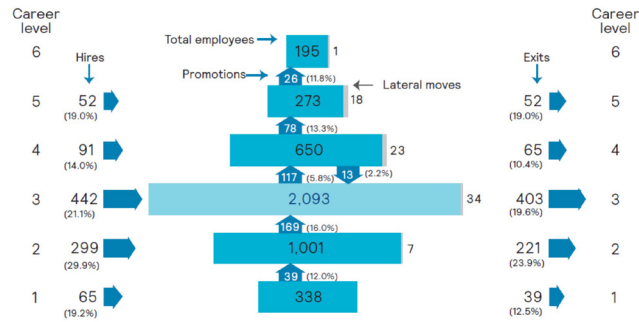
Methodology



Analytic Tools



Internal View



External Data



Taken together, these elements will create a lasting, adaptive and tailored strategic workforce plan – a framework to identify gaps, assess their risk to the business, and solve for future workforce needs. This forward looking, data driven approach provides organizations time to address risks in a thoughtful, cost effective way – rather than react to events, control them.

Organizations with a proactive workforce planning will adapt better in an ever-changing business environment. Contact a Mercer consultant today to see how our integrated approach will turn workforce planning - into a lasting competitive advantage for your organization.

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