



Strategic Workforce Planning

David Wilkins of Talent Neuron



“Strategic workforce planning isn’t just about planning for the future, it is also about the capability to action it” –

David Wilkins

Business Leaders’ Perspective: In a survey by Talent Neuron, 67% of business leaders indicated that strategic workforce planning is either very important or extremely important.

Client Insights: Furthermore, 83% of Talent Neuron’s surveyed clients stated that they consider strategic workforce planning to be either very important or extremely important.



Strategic Workforce Planning Key Priorities and Challenges

1. **Understanding the Talent Landscape:** Assess both current workforce capabilities and forecast future talent trends to prepare for evolving business needs.
2. **Talent Demand Planning:** Develop robust forecasts and strategies that align talent acquisition with the organization's growth objectives.
3. **Skill Analysis:** Evaluate internal skills alongside the external talent pipeline to identify gaps and areas for development.
4. **Labor Market Intelligence:** Monitor external market trends, competitor hiring patterns, and industry shifts to inform strategic decisions.
5. **Internal Talent Intelligence:** Leverage data-driven insights to enhance workforce performance, guide succession planning, and support employee development.



Essential Data Sets When Considering Strategic Workforce Planning

1. **Team Composition Analysis:** Evaluate your current team's talent, capabilities, and associated costs to establish a clear baseline.
2. **Demand Data Insight:** Analyze data to understand which jobs and skills are needed and monitor the pace of change in the market.
3. **Future Workforce Planning:** Forecast and plan for future talent needs by identifying the necessary skills, roles, functions, and their associated costs.
4. **Competitive Benchmarking:** Investigate the type of talent your competitors are hiring to gain insights into market trends and stay competitive.
5. **Strategic Integration:** Combine insights from current team assessments, demand analysis, and competitive intelligence to inform and align your strategic workforce planning initiatives.



People Analytics as Your Car's Dashboard:

- Provides critical operational data – think oil change percentages, dual climate zones, and individual tire pressures.
- Equips HR business units with real-time insights on talent, enabling them to identify issues and implement timely countermeasures.

Strategic Workforce Planning as Your Vehicle's GPS:

- Offers navigational guidance by identifying potential obstacles such as traffic conditions, road hazards, and suggesting alternate routes.
- Helps HR teams assess talent capabilities, pinpoint skill deficiencies, and adapt strategies to keep pace with changes in the workforce landscape.



How To Begin Strategic Workplace Planning In Your Environment

1. **Start Small:** Begin the strategic workforce planning initiative in a single business unit to maintain focus and manage complexity.
2. **Appoint a Champion:** Identify a dedicated leader or "champion" who will drive the process and advocate for the initiative across the organization.
3. **Build Capabilities:** Develop the necessary skills and tools within your HR team to support effective workforce planning and data analysis.
4. **Pilot a Project:** Select a pilot project that addresses a specific, pressing business need to test and refine your strategic workforce planning approach.
5. **Adopt an HR Perspective:** Approach challenges and opportunities through an HR lens, ensuring that talent management strategies align with overall business objectives.