



Simulation of negotiation outcomes to provide real-time financial impact insight

Challenge

A EUR 250m industrial goods company from Austria had to drastically reorganize their German organization due to mounting losses. Due to German labor law, this led to complex negotiations, which, in turn, required always updated management reporting and simulations of outcomes.

Solution

We combined standardized HR reporting on headcount and employee details with project specifics through a highly automated solution. In addition, we provided a self-service dashboard with extensive simulation capabilities.

Benefit

The solution enabled the management to quickly react to changing circumstances and new negotiation demands, ensuring a smooth negotiation with workers' council and a timely implementation of the project, using less budget than previously anticipated.