

# **Why Workforce Planning is Important during Hard times**

Myth: My key talent won't desert me because they have nowhere to go.

Fact: Loyalty is always hard to find

Myth: If we're hunkering down;  
we don't need to build bench  
strength

Fact: Filling the talent pipeline is  
critical in all economic cycles

Myth: Career and development plans should take a back seat

Fact: These are strategies that engage employees and increase commitment

Myth: You can't develop  
people without money

Fact: There are many low-cost  
methods that can be used to  
develop staff

# Do now

- Dialogue with managers on critical workforce issues
- Low cost ways to develop staff - - - mentoring, increased coaching, free resources, ie Supervisory Challenge, Communities of Practice
- Cross train to build skills and increase ability to rapidly redeploy staff
- Emphasize application of new skills - - recognize performance/process improvement

# Plan for the recovery

- Strategic workforce planning supports overall broad business goals
- Build your image as a desirable employer
- Prepare managers for changing workforce demographics
- Keep building your talent pipeline - - focus on key competencies
- Focus on retaining key employees
- Expand knowledge management strategies

# Be proactive

Act now to implement key strategies that will impact productivity and increase the rate of innovation through building and retaining talent



# Sources

- The Training Industry in 2009: A Look Ahead, CLO, and Learning in a Tough Economy; CLO, January 2009
- Why Talent is Essential during Hard Times and A Year End Challenge, Workforce Management, December 2008