

STRATEGIC WORKFORCE PLANNING



Getting the right people in the right jobs is a lot more important than developing a strategy. ””

– Jack Welch



Strategic Workforce Planning

Do you have the right talent, with the right skills, in the right place to deliver your organisation or business unit strategy?

Do you know what jobs and skills are in demand and critical to your organisation surviving into the future?

Do you have a long-term plan to outgrow competitors through human capital?

Overview

Organisations are gearing up to prepare themselves to thrive in the digital future. All around us we are hearing about major changes in technology and how it will facilitate change in the corporate world.

Prepared organisations are thinking what talent supply and demand will look like in the next few years. They are thinking about what skills and roles will be required, and developing plans to address any potential shortfalls.

83% of employers believe attracting and retaining talent is a growing challenge
- Allegis Group

They understand in-demand jobs and skills and are driving systemic change to craft out their competitive advantage for the future – which often lies in the employees, skills and roles they deploy.

Is your organisation doing the same?

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Business value gained through the solution

- Delivery of future strategies are highly dependent on having the right skills and knowledge. Implementation of a strategic workforce framework will ensure your organisation has the skills and resources to deliver on your plans.
- A pro-active approach to workforce planning will drive the organisation to have plans in place to ensure future supply of the right skills

Solution features

- A methodical approach to planning for the future – informed by systemic analysis of data.
- A highly skilled Project Leader facilitates a process to focus on a number of unique roles to deliver the future strategy.
- The process is enabled by customised tools and processes.
- The approach is highly participative with ongoing skills transfer.
- The use of analytics and insights is key to understanding the real workplace challenges.
- The solution has an inbuilt skills transfer process for inhouse future enablement.

Process overview

- The process starts with business discovery and the developing a deeper understanding of the future strategy.
- Data collection drives the quality of the process and is thus the second step in the process.
- Once all data is collected and reviewed it is key to identify critical roles and skills, this is done in conjunction with business leaders.
- A critical step in the process is the conclusion of an insights report that provides thinking content to inform the planning stage of the process.
- Through an interactive workshop and participative process, the Strategic Workforce Planning framework is developed, complete with a set of tools and processes.
- Skills building and action planning completes the process.

Speak to a
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