Agile Workforce Planning
What does it look like?

Agile

Directly connects workforce planning (WFP) to company's business and growth plans

Invests in robust data gathering capabilities geared to accurate predictive analysis and flexible decision making

Key Talent Management processes (Succession Planning, Talent Review, Competency Management) are directly connected and regularly refreshed

HR Business Partners and other SME's are brought in to coach, facilitate and enable effective process application

Recognize effective WFP is more than replacement planning and following retirement trends

Functional and line leaders feel accountable for up-to-date workforce plans in their organizations

Willing to take risks (with guardrails…)

Traditional

Tends to focus on turnover trends and retirement eligibility stats

Tends to focus on "replacement planning" rather than what does the future look like?

Often managed via cumbersome and complicated spreadsheets by HR

Tends to be somewhat reactive

Blurred lines between the company's strategic plans and workforce needs

Often managed via "seat of the pants" activities not an ongoing strategic process

DEI implications may often be an afterthought

Leaders don't feel accountable

Endeavor