# Workforce Planning Solution

It's no secret that effective workforce planning is integral to a business's success. Yet, many companies are still stuck using error-prone spreadsheets to plan their workforce, hindering their planning abilities. MODLR for Workforce Planning delivers a connected platform where HR, Finance and executive leadership can gain an accurate, single source of truth into your organisation's costs, workforce and workload. With MODLR for Workforce Planning, you can ensure that you deliver on all your performance goals and business strategy objectives through optimising your workforce resources to agilely respond to any changes in talent supply and market fluctuations.

Bridge the gap between HR and Finance

For the majority of companies, the HR department is left out when building the forward-looking hiring strategy and is only included when positions need filling. MODLR for Workforce Planning bridges this gap allowing HR to access the latest short-term and long-range strategic plans, ensuring all stakeholders can collaborate in real-time. MODLR's real-time dashboards and self-service reporting features mean that as plans evolve, everyone's on the same page, uniting all departments and business units, from Supply Chain to Sales to Marketing and more.

MODLR's Workforce Planning solution not only makes HR's life easier, but the Finance team can also benefit by seamlessly linking workforce plans to financial models. The latest head-count model and associated costs will always be available in real-time to the Finance team - ensuring workforce plans and budgets are always in sync. Furthermore, linking plans means reducing errors from copying and pasting, and Finance can spend more time on strategy rather than low-value-add data consolidation.
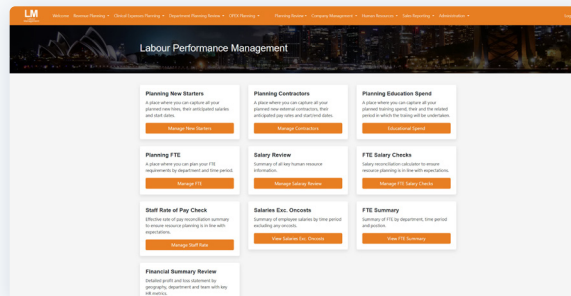
Build a single source of truth with MODLR's integrations

Start modelling, executing and analysing your workforce plans from one unified real-time platform with the MODLR Cloud - through connecting seamlessly with your ERP, HCM/HR and financial data platforms. Ensure you have the whole - accurate - picture and gain full visibility into key talent metrics and KPIs.
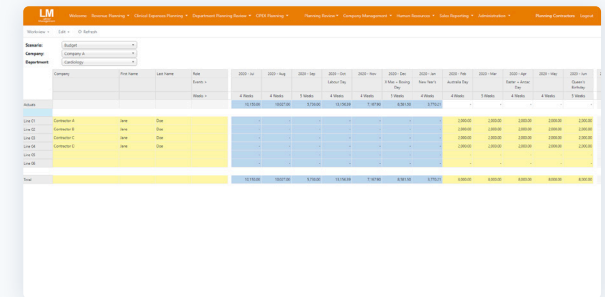
Plan your workforce for every scenario

Test your workforce plans, such as your labour mix and timing, with driver-based "What-if" Scenario Analysis to ensure your talent is aligned with your corporate plan through top-down or bottom-up planning methods - or both.

With automated allocation rules, you can gain a clear view of your workforce configuration and costs. Drill down into your data across dimensions such as job level, department, skills, projects, and locations. Determine FTE count and then anticipate core global and local business drivers and assumptions that could impact your workforce needs.

MODLR

Key Benefits

- Agility to swiftly pivot and develop workforce plans through performing rapid "What-if" Scenario Analyses.

- Design future-proof talent strategies aligned with your business goals and budget.

- Deliver early insights to your talent acquisition and management teams on timing and budget for roles and skills in demand.

- Model the impact of individual events to your workforce, such as restructures, mergers and acquisitions.

- Experience top-of-the-line security and compliance with role-based access control, user management and data encryption.

- Form a single source of truth to collect and analyse data in one unified platform using APIs, ETL Connectors and built-in integrations with other solutions.

- Include key global and local business drivers in Scenario Planning, and see their impact on your workforce need with just one click.

Key Features

Headcount Planning

- Build models and plan headcount in alignment with financial budget and growth forecasts.
- Establish hiring plans, and determine new position requisition requirements, based on approved new headcount plans.
- Quickly conduct planning from a bottom-up or a top-down approach.
- Ensure hiring, role-ramp-up time, attrition, team role ratio assumptions and all costs are accurately accounted for in plans.
- Rapidly measure, adapt, and adjust to stay on course for business and financial plans.

Strategic workforce planning

- Nimbly identify and evaluate talent gaps and the scenarios to close them.
- Plan out critical workforce details based on long-term business strategies and initiatives.
- Forecast workforce supply using mobility, hiring, and turnover assumptions.
- Calculate workforce demand based on the drivers of your business.
- Create HR programmes and strategies to support long-term decisions around skill development, talent supply, and location strategy.

"What-If" scenario modelling

- Model and evaluate different scenarios to determine the impact on cost KPIs, headcount and forecasts.
- Analyse the upstream and downstream effects of internal or external changes, drivers, and assumptions.

Workforce capacity planning

- Use demand drivers to quickly calculate workload.
- Determine the optimal workforce capacity across teams and roles.
- Evaluate impact to productivity and overtime costs through modelling capacity against workload to identify gaps.
- Simulate headcount changes and absences and analyse the potential impact from organisational realignment and restructuring or M&A.

Location planning

- Simulate scenarios of remote work, different geographical locations, in-office, or hybrid-approaches.
- Utilise third-party data on talent costs and availability.
- Examine and estimate different cost scenarios for travel of remote employees between facilities.
- Track trends and analyse how they may affect your business.
- Optimise employee location plans and strategies, and align them with business needs and objectives.

Reporting, analytics and visualisation

- Leverage native capabilities for data aggregation to see the big picture and drill down to granular detail to understand the driving factors.
- Leverage analytics, reporting, and dashboards with data visualisation to analyse workforce and cost data.
- Rapidly create highly formatted reports to inform decision-making across all levels of the organisation.