

Workforce Planning

Ever wish you had a crystal ball and could look 12, 36, 60 months into the future to see what your workforce needs will be?

Your people data can tell an interesting story about the past, present and future.

Understanding and planning for sustainable workforce capability and delivery is a key business priority - particularly now when there is more pressure than ever before on businesses to adapt quickly to changing customer behaviours and external factors.

For any industry facing constant innovation and technological change, strategic workforce planning is a complex but highly rewarding addition to your people plan.

Using A-HA's Workforce Insights Dashboard we get up close to your people data to unpack these stories; and together test and learn key Workforce Insight about the challenges of today and opportunities tomorrow for your business.

WHAT ARE THE BENEFITS?

- Analysing capability and capacity give you the flexibility to respond to customer driven demands while maintaining sustainable and efficient operations.
- Development of initiatives that address workforce demand and supply issues
- Allows you to build internal capability through planning and development with a vision for your organisation to continue the conversations into the future
- Build a strategic approach to attracting, developing and retaining a suitable workforce and identifying critical skills gaps
- Enables understanding of the current diversity footprint of the business and ways to better leverage off the diverse talent available in different regions of operation to deliver on strategic workforce plans

What is workforce planning?

Workforce planning is a continuous process for understanding our current and future demand for labour + the internal and external factors affecting supply.

What is the difference between workforce data and workforce insights?

The key difference between workforce data and workforce insights is the strategic alignment between what the data is telling you and understanding the impact on successful delivery of business strategy now and into the future



a-ha!
a human agency

Build your essential workforce insights in 3 steps with A-HA

Testimonials

"... a hugely valuable exercise. It focuses the leadership team on the black and white facts - about turnover, make up of the team (demographics, gender), years service, background, criticality and key risks that were staring us in the face. It then promotes good discussion and debate about how we retain and attract talent now and in the future."

**Managing Director,
ASX 20 financial
services organisation**

1.

Preparation & Research

Insights Team is established including A-HA + your company team members.

Insights Team gather and upload specified people data in to the Workforce Insights Dashboard.

2.

Validation

Insights Team run Validation Workshop to review (draft) Workforce Insights Dashboard and validate the data.

This is a process of enquiry, designed to test the thematic emerging from the draft Dashboard + overlay with industry knowledge to create organisational specific context.

3.

Workforce Insights Workshop/s

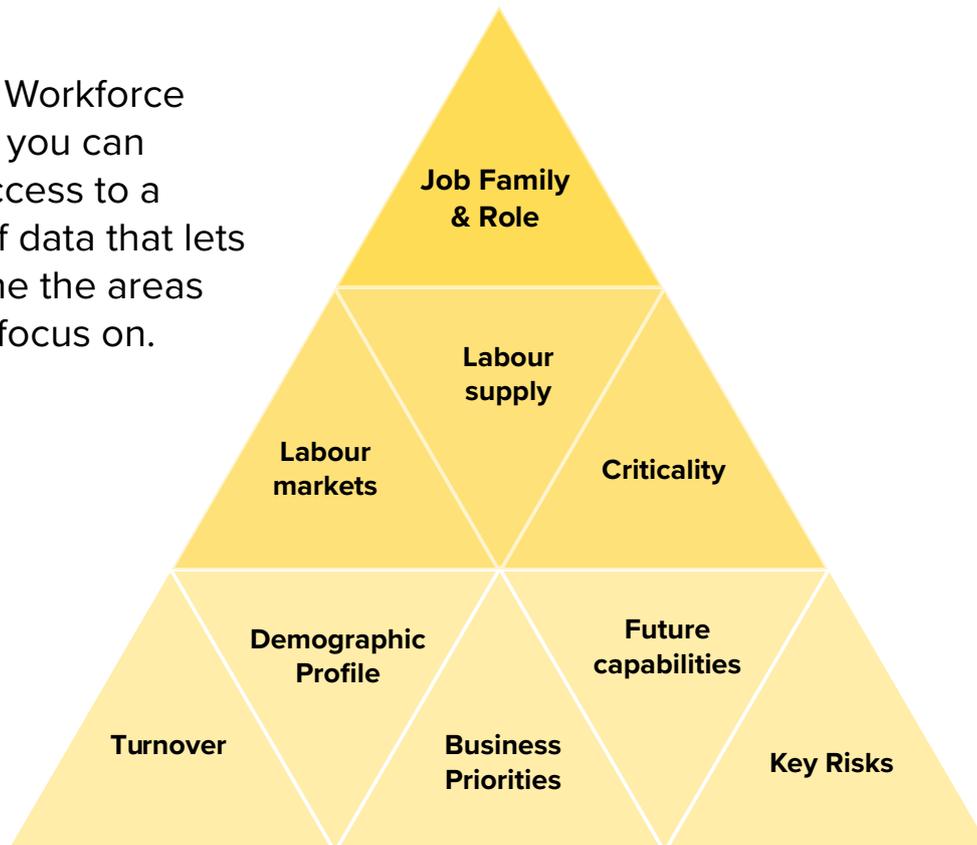
A-HA facilitate Workforce Insights Workshop(s) with senior leaders to unpack your company Workforce Insights; and design and agree practical strategies to ensure that the right people are ready in the right roles, in the right place at the right time.

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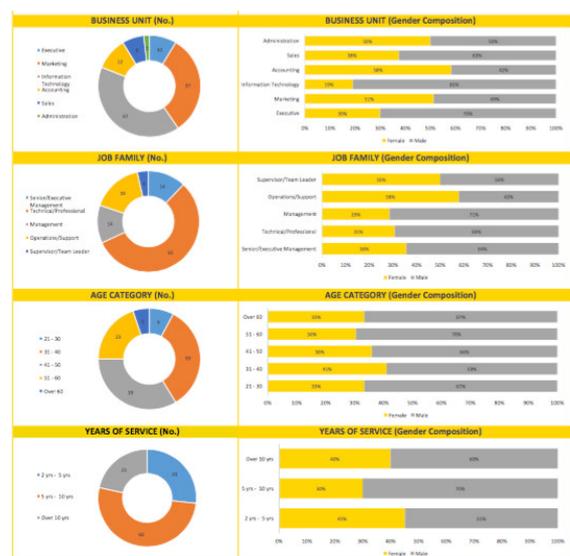
Our Workforce Insights tool

By using our Workforce Insights tool, you can have easy access to a dashboard of data that lets you determine the areas you need to focus on.



A-HA's Labour Supply + Labour Demand Assessment Templates guide you through the process of collating the information we need to develop Essential Workplace Insights.

Which we then convert into a series of dynamic dashboards to help the business understand and interpret their workforce needs, which can be viewed at a company level or divisional level.



Strategic Alignment

Business Strategy

Workforce Planning

'The right people in the right roles, ready, in the right place at the right time'

Aligned to Talent Management and Succession Planning processes.

A strategic **recruitment** decision based on future **capability requirements** instead of simply filling jobs as they become available.

A targeted **reward** and **retention** strategy.

Focus **learning & development** to build current and future **capabilities**.

Brings to life **employment proposition** and **culture**.

A diverse workforce and an inclusive **culture** that drives **high performance**.

People Strategy & Priorities

Want to know more?

Contact us at info@a-ha.com.au or phone **9042 1406**