

Workday Workforce Planning

In an era defined by accelerated development of AI, HR leaders are looking to reengineer how human capital is resourced through workforce planning. For organizations to remain agile, workforce planning is no longer a back-office administrative task; it is the engine of organizational adaptability and resilience. More often we see that HR's goal is to ensure the business is structured for growth while maintaining rigorous cost control in conjunction with their Financial and Operational counterparts.

Workday Adaptive Planning focuses on empowering HR to lead the headcount, talent and organisational modelling with Finance and Operations. By unifying real-time worker data with financial impact, HR can move from reactive hiring to proactive organizational design, ensuring every headcount decision is purposeful, funded, and aligned with long-term strategy.

Intelligent Workforce Plans

Workday Workforce Planning streamlines your ability to plan, execute, and analyze workforce strategies within a unified platform for your people data. By surfacing actionable insights and generating intelligent forecasts, teams can move faster, anticipate risks, and focus on strategic decisions, without slowing down business operations.

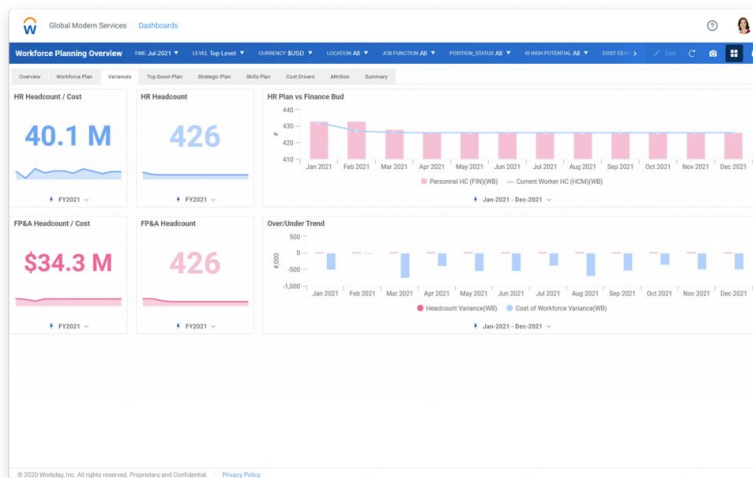
Manual, disconnected and soiled planning cycles leave businesses unprepared for the kind of transformation today's environment demands. When market conditions shift every quarter, annual plans become stale before they're even executed.

Key Benefits

- Improved data accuracy, consistency, and completeness, resulting in cost and time savings.
- Enhanced collaboration and data insights between HR, Finance and Operations teams.
- Single source of truth for HR data.
- Holistic view of workforce planning and workforce driver-based scenario planning including hiring, transfers, retention, salary, and more.
- Quick and agile decision-making among senior leadership teams.
- Ability to identify workforce skills gaps and then model, plan, and execute to address those gaps in real time.

Results

- 70% shorter planning cycle times*
- 50% increase in productivity*
- Increased forecast accuracy and frequency
- Stronger collaboration by aligning HR, Finance and Operations teams
- 1,000s of hours saved in manual data consolidation**



Organizations need dynamic, cross-functional workforce planning that connects people, processes, and data—and that operates continuously.

Connected Workforce Planning

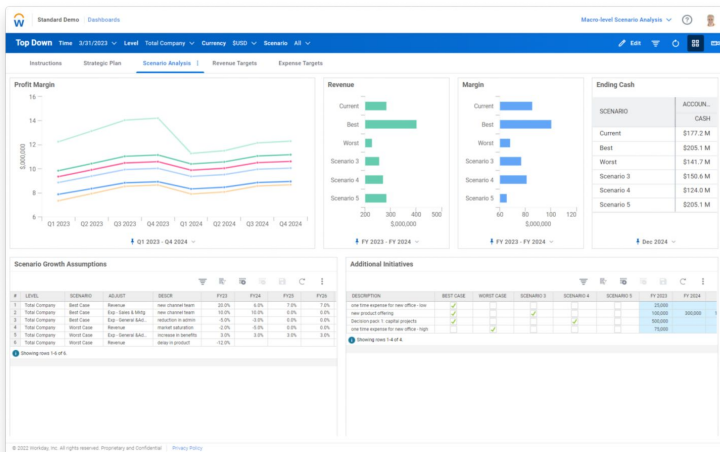
Unite HR, Finance & Operations by having a single source of truth for your people data, and streamline the processes used for workforce planning. HR teams will gain the ability to make confident and real-time grow, flex, hire decisions by building connected, people-first workforce plans across departments and teams. Built-in workflow allows managers to enter, review, and approve plans and budgets. Meanwhile, planning administrators can track tasks, user discussions, and cell notes to monitor changes and issues with a powerful audit trail. All this ensures HR, Finance and Operations are informed and the talent strategy is clear, on budget & aligned to the business needs, HR leaders demonstrates it's strategic impact to the organization.

“The introduction of Workday is helping to drive greater consistency and much smarter ways of working. It is certainly helping us to flex and adapt at short notice.”

Philips

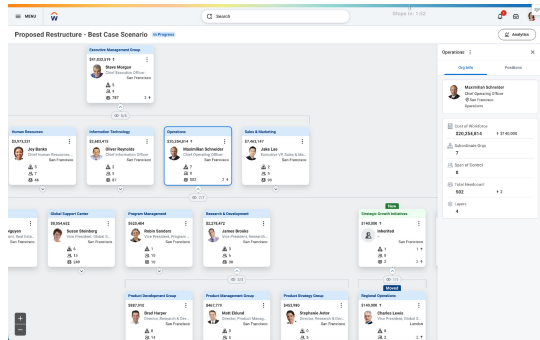
Powerful “what-if” Scenario Modeling

Create scenarios and standardize workforce plans across complex and diverse business units. Manage a single strategic workforce model that distributes across your entire enterprise while also building specific business and revenue models for individual business units. With driver-based, what-if scenarios on how to evolve your workforce, you can better align your people with your corporate plan through top-down or bottom-up workforce planning processes, or both. And you get clear visibility into your workforce composition and cost with automated allocation rules. Drill deep into data across dimensions such as job level, department, job family, skills, projects, and locations. Break down FTE counts compared to contract workers and with a single click, factor in key global and local business drivers and assumptions that can impact your workforce needs strategies.



Organizational Design and Scenario Modeling

Move beyond static organizational design functionality and explore a range of "what-if" scenarios to envision and analyze different plausible outcomes. Evaluate the existing structure, systems, processes, and people practices including metrics like spans of control, organizational layers, job level and financial impact. Stress-test the current or proposed structure to develop more resilient and adaptable workforce easier access to contract insights.



“Workday Adaptive Planning will help accelerate our journey from traditional headcount planning to a strategic workforce planning process, enabling us to efficiently manage headcount and align human capital with business needs.”

Nationwide Insurance

Strategic Workforce Plans

Many organizations are looking to develop strategic workforce plans to shape workforce for future. The capabilities and skills that will power an organization’s performance 5, 10, or 15 years in the future will look starkly different from today’s. Therefore, strategic workforce planning isn’t only focused on the near term but also balances the need to build a future-ready talent pool. A comprehensive approach to strategic workforce planning pays dividends when existing talent investments into skills planning and programmes facilitating internal talent mobility, as well as strategic workforce transformation initiatives, such as, AI investments to support the workforce.

The Planning Imperative

Companies suffer when they’re unable to deploy the right resources to the right initiatives at the right time. When people, financial, operational, and external workforce data is unified in one platform, the effects on the company are broader than any one department. For strategic planning initiatives, such as capacity planning, scenario skills, and skills supply, people make smarter, faster decisions when planning, execution and analysis can be conducted in a single platform with a single source of truth for your data. This allows for data driven plans and insights that ensures HR, Finance and Operations has confidence that their talent investments are driving the right outcomes to align with strategic organizational goals.

Core Capabilities

Headcount Planning Application	Enabling HR to collaborate seamlessly with key stakeholders and operate more efficiently on their talent strategy, training, recruiting, etc.
Planning Configuration Manager	Wizard driven approach to automate the connection between Workday Core HCM and Adaptive driving ease of use and rapid adoption amongst HR, Finance and the Business.
Predictive Forecaster	Utilize Workday's AI/ML technology to generate forecasts driven by historical trends
Planning Agent: Advanced Variance Analysis	Variance analysis process used to identify and explain the source of a variance using AI and advanced algorithms
Planning Agent: Data Analysis	Effortlessly dive into data using natural language to conduct ad hoc analysis through Workday Assistant for Workday Adaptive Planning.
Organizational Design and Scenario Modeling	Empower HR Business Partners to effortlessly assess, model, and evaluate various structural scenarios.
Customizable Dashboards	See what matters with interactive, shareable, and easily-configurable dashboards.
Plan to Publish/Execution	Leverage Workday's Business Process framework for headcount planning, routing & approvals.
ISO-Certified Responsible AI	Leverage one of the first AI platforms in the world to achieve an accredited ISO/IEC 42001 certification.
Advanced Administration	Customize user roles, access controls, and more for enterprise-grade provisioning and security.

To learn more about how Adaptive Workforce Planning can help your organization plan with greater efficiency, visibility, and agility, visit www.workday.com/workforce-planning.

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