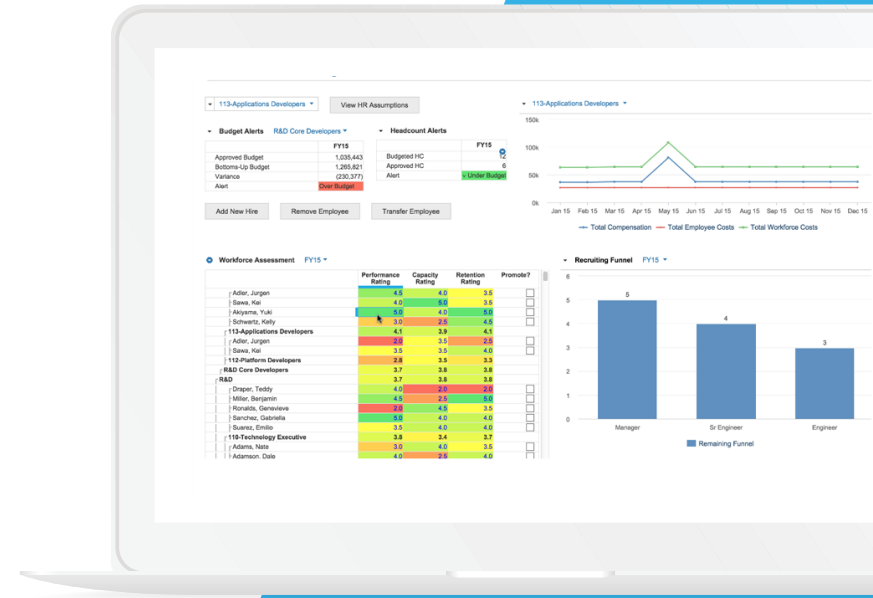




Workforce Planning

Anaplan for Workforce Planning enables you to collaboratively plan and unify your workforce requirements—for headcount, skills, retention and recruiting—today and for the future needs of your business. Highly scalable and with unlimited scenario planning, Anaplan helps you manage inputs by HR and lines of business to keep the plan current as bottom-up operational plans inform your organization’s business and financial planning processes.



Align your people plans with your business plans and keep them that way, no matter how fast your business moves. One cloud-based planning platform means you can easily collaborate and align your people plans with your finance and lines of business plans, then act on the agreed-upon optimal plan. Feed in up-to-date headcount and financials from your systems of record.

Adapt your plans with unlimited scenario planning. Monitor your progress and adapt as needed, modeling “what-if” scenarios as the business changes. See the results ripple upstream and downstream in real time.

Track and optimize your people performance. Reveal the metrics and trends that matter most when assessing your workforce analytics for talent, such as performance ratings, capacity for growth, and retention risk. Build in succession planning early to identify recruiting needs.

KEY BENEFITS

- Align people and business strategies for top-down planning
- Identify and roll-up workforce requirements for bottom-up planning to inform and adapt your top-down plan
- Assess your current workforce to meet the future needs of the business based on factors that include performance, readiness for promotion or transfer, and retention risk
- Weigh alternative strategies, collaborate across HR, Finance, and LOBs for C-level and board-level decisions
- Test scenarios, see the results ripple down the organization, and choose the optimal plan
- Track plan progress and adjust forecast projections based on real-time information

EAT.

EAT’s primary requirement for a planning solution was scalability—it was imperative that they could implement a system that could easily (and inexpensively) scale to adapt as the business grows over time.

“What we are seeing through our results in our stores is higher sales, better productivity, and better flow-through of profit. If you start attributing even a small percentage of that against the cost of Anaplan, the ROI is very good indeed.”

STRAHAN WILSON, CFO

Key Features

Business alignment

Accelerate your deployment time to value, capturing a blueprint for your workforce planning processes, modeled after best practices that you can easily modify to meet your specific process flows and drivers. Use a library of KPIs, or build your own, to test and identify the right drivers for predicting your workforce needs. Govern the workforce planning process with policies, budget constraints, and best practices built into your models.

Collaboration using top-down/bottom-up workforce planning processes

Set workforce and recruiting targets using top-down, bottom-up, or a combined method to ensure that lines of business and Finance are all in sync in the workforce planning process.

Unlimited “what-if” analyses

“Whiteboard” unlimited driver-based scenarios to see, for example, the impact of headcount changes, organizational changes, any compensation or incentive changes, by department, skill set, experience, or other drivers.

Pre-built app designed for business users

Activate a purpose-built app, with built-in best practices, offering one-click provisioning from the Anaplan App Hub. No technical knowledge and skills required to implement and deploy.

Headcount planning

Model headcount by department and team against growth projections, role ramp-up time, and team role ratios, for example. See the results ripple up the organization for bottom-up planning or down the organization for a top-down scenario.

Development and deployment

See the impact of organizational changes, department, skill set, experience, or other metrics. Model headcount by department and team against facility capacity for footprint planning.

Retention

Compare actual retention program results to forecast. Visualize your workforce analytics for retention risk, keying on any number of drivers.

Recruiting

Model on recruiting source down to the individual or by channel. Monitor and reallocate recruiter loads as needed. Compare actuals to forecast and act to adjust for actual or projected pipeline gaps. Visualize your workforce analytics for recruiting trends, keying on any number of drivers.

Excel®-like formulas and immediacy

Easy-to-use Excel-like formula builder to configure workforce policy rules using familiar Excel formulas and syntax.

Data integration (import and export)

Feed in data from your HR, Finance, and LOB transactional systems or third-party sources automatically to surface the workforce analytics you need. Use a range of integration tools from flat file import / export to pre-built connectors (CRM, ERP, HRIS, BI, etc.). Built on one common platform to enable integration across all applications in the business.

Dashboards, reporting, and analytics

Built-in dashboards, reporting, and analytics with data visualization (charts, graphs, maps, etc.). Integration with Microsoft Office Excel®, Word®, and PowerPoint® to provide productivity and efficiency in reporting when delivering presentations or reviewing performance and metrics.

Top security and reduced IT costs

Single, continuously monitored multi-tenant cloud platform and infrastructure. Role-based security, user management, and single sign-on support. Disaster recovery and full data encryption.

Audit trail

Maintain history of workforce definition and assignment rules through effective dating, versions, and audit tracking.



About Anaplan

Anaplan is driving a new age of connected planning. Large and fast-growing organizations use Anaplan’s cloud platform in every business function to make informed decisions and drive faster, more effective planning processes. Anaplan also provides support, training, and planning transformation advisory services. To learn more, visit anaplan.com.