



TALENT, ORGANIZATION & PEOPLE SOLUTIONS

Workforce Planning

Our Talent, Organization & People Solutions (TOP) elevate the ‘human side’ of business and helps clients **execute workforce strategies that address today’s challenges** and set the course for **profitable growth**. A critical enabler for an **organization’s performance is its workforce planning**.

A&M’s workforce planning framework focuses on driving business value by aligning the organization’s strategic objectives with existing and potential talent pools to:

- Address **emerging skill gaps** driven by technology, competition and other market changes
- **Maximize ROI** by optimizing internal vs external talent mix
- Dynamically plan to parallel the **labor market’s volatility**
- **Align frameworks** across Operations, Finance and HR

A&M has worked with clients to improve their workforce plan with five talent strategy levers:

- **Buy:** Hire new talent to fill the gap
- **Build:** Invest in learning to develop existing employees’ skills
- **Borrow:** Utilize contingent workers to satisfy short-term objectives
- **Bind:** Improve the employee experience & reduce attrition rates
- **Balance:** Reduce underperforming talent to optimize workforce efficiency

How A&M Delivers Outcomes

A&M works hand-in-hand with clients to:



Quickly align with strategic needs

Build a driver-based workforce planning model to support short- & long-term business needs, along with quick wins.



Maximize ROI on talent decisions

Determine which talent strategy levers achieve long-term financial wins while deploying tools to optimize labor spend and planning processes.



Integrate & operationalize insights

Leverage external benchmarking tools to integrate workforce planning within organizational strategy and establish leadership responsibilities.

Inputs: Business Objectives, Productivity, Operational Constraints, Stakeholder Expectations



Reach out for a consultation to discuss your culture needs!

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What Else to Consider

When developing a workforce plan, it's important to consider the most effective **enablers to ensure talent and organization alignment and readiness**, including:

Development

- What skills and capabilities are required to perform new roles?
- How can L&D and training be used to address skill gaps and career mapping?

Value Proposition

- How will the organization attract, engage and retain top talent to fulfill demand across over time?
- How should the value proposition adapt in response to changes in workforce capabilities?

Design

- How can organizational design increase employee engagement and commitment?
- How can analytical tools and metrics provide insights into workforce trends?

Human Resources

- How will the workforce plan tie into the overall operating model and organizational structure?
- How will the capacity plan inform the workforce structure?

About Talent, Organization & People Solutions

TOP partners with clients to isolate and accelerate the capabilities and leadership required to deliver on your service promise.

Talent

Build workforce strategies, development programs and employee deals that deliver on your brand's promise



Leadership



Workforce



Development



Employee Deals

Organization

Align operating model, elevate organization design and fitness, and build cultures that drive positive change



Operating Canvas



Design



Performance and Fitness



Culture



Change and Adoption

People

Provide HR function expertise, create belonging solutions to support diversity, equity and inclusion, and enhance the employee lifecycle



Human Resources



Belonging



Employee Life Cycle

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