Workforce Planning
What If You Knew the Impact of Your Decisions Before You Had to Make Them?

Are uncertain economic times or changing workforce dynamics forcing you to change the way you conduct business? Are you looking at mergers, acquisitions or divestitures as a way to weather the economic storm? Will the expected global skill shortages or the ageing workforce expose your organisation to significant risk? Knowing the consequences of your decisions upfront makes all the difference in your ability to execute your strategy effectively. What if you could...

- Identify and address critical workforce issues before they become a problem
- Investigate and quantify the financial implications of strategic workforce planning decisions?
- Model the skills and competencies needed to meet your future growth strategy?
- Forecast career progression and analyse where any gaps will impact your ability to execute your strategy?
- Dynamically model organisational changes and their financial implications – in real time?

Build the Foundation of your Future Success Today
With SuccessFactors Workforce Planning organisations can conduct sophisticated workforce analytics and modelling to create strategies today to insure their readiness for the future. This proven solution has been used by Fortune 500 companies around the globe for almost thirty years to help them inform business strategy and bridge the execution gap between strategy and results. SuccessFactors Workforce Planning helps:

- Make Informed Decisions – formulate your strategy with greater confidence knowing your forecasts are based on credible workforce data from across your business systems
- Mitigate Risks – identify the skills and competencies needed to meet your growth strategy, any gaps produced by workforce projections and the associated risks
- Optimise Your Results – dynamically model different workforce scenarios and understand their financial implications – in real time - with robust “what-if?” financial modelling

Proven Methodology Delivers Real Results
Recognised as the global leader in defining, gathering and interpreting workforce information, designing workforce plans and developing strategic interventions, SuccessFactors has a proven methodology that accelerates organisations ability to execute effective workforce plans. The five key concepts central to this methodology are:
Get a Jump Start with Expert Advice

SuccessFactors Workforce Planning customers are part of an active user community with access to expert advice and support in the strategic use of workforce data. Services can include:

- Access to experts in the field of workforce planning, human capital strategy, human resource interventions, metrics, and data usage that drive business execution.
- Professional development services designed to help you develop the skills necessary to improve the positive impact data can have on your organisation.
- Regular product webinars that cover timely, relevant topics, and share customer insights with the broader community. Regular product webinars that cover timely, relevant topics, and share customer insights with the broader community.

Feature Snapshot

SuccessFactors Workforce Planning includes:

- "What if?" impact and cost modelling - quantify the impact of various workforce scenarios, comparing the true business impact of employee hiring, development, and retention decisions.
- Automated internal supply forecasting
- Demand modelling, forecasting and gap analysis for skills across critical job roles
- Impact analysis and action planning
- "Strategy Bank" of workforce planning designs and strategic interventions
- Metrics and Benchmarks - The most complete and reliable workforce benchmarking database in the world sourcing from real transactional data, not error-prone self-reported surveys. Consistent definitions and benchmarks can be viewed by dimensions such as gender, age, and ethnic background or by job characteristics such as function, tenure, or salary.

About SuccessFactors, an SAP Company

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