



**Strategic
Workforce Planning
Powered by [Anaplan](#)**

For a future ready workforce

The world of work has changed. New technology, customer demands, market dynamics, and bottom-line pressure has made workforce planning a critical function. Enterprises readily recognize that the workforce is their key asset; it is the basis of their differentiators. However, studies show that while 69% of organizations say that workforce planning is a priority, only 44% are actively engaged in it.

Poor workforce planning derails business plans through the lack of (or a mismatch of) available talent. It lowers productivity, demotivates employees, adds to the cost of re-training and leads to loss of customers.

Why do enterprises struggle with workforce planning?

Most enterprises lack the tools for cross functional integration critical to developing a comprehensive workforce plan. Consequently, there is an imbalance in manpower availability; HR cannot identify talent and skill gaps with confidence; and they have no option but to turn to reactive, short-term decisions because planning is not aligned with long-term business goals. Enterprises can prevent these failures.



How you can achieve top-grade workforce planning?

ITC Infotech's strategic Workforce Planning Model uses a 3-pronged approach to resolve the challenges of workforce planning:

Demand Forecasting

Identifies skills, roles and requirements to meet business needs



Skill Management

Highlights at-risk skills based on pre-determined parameters



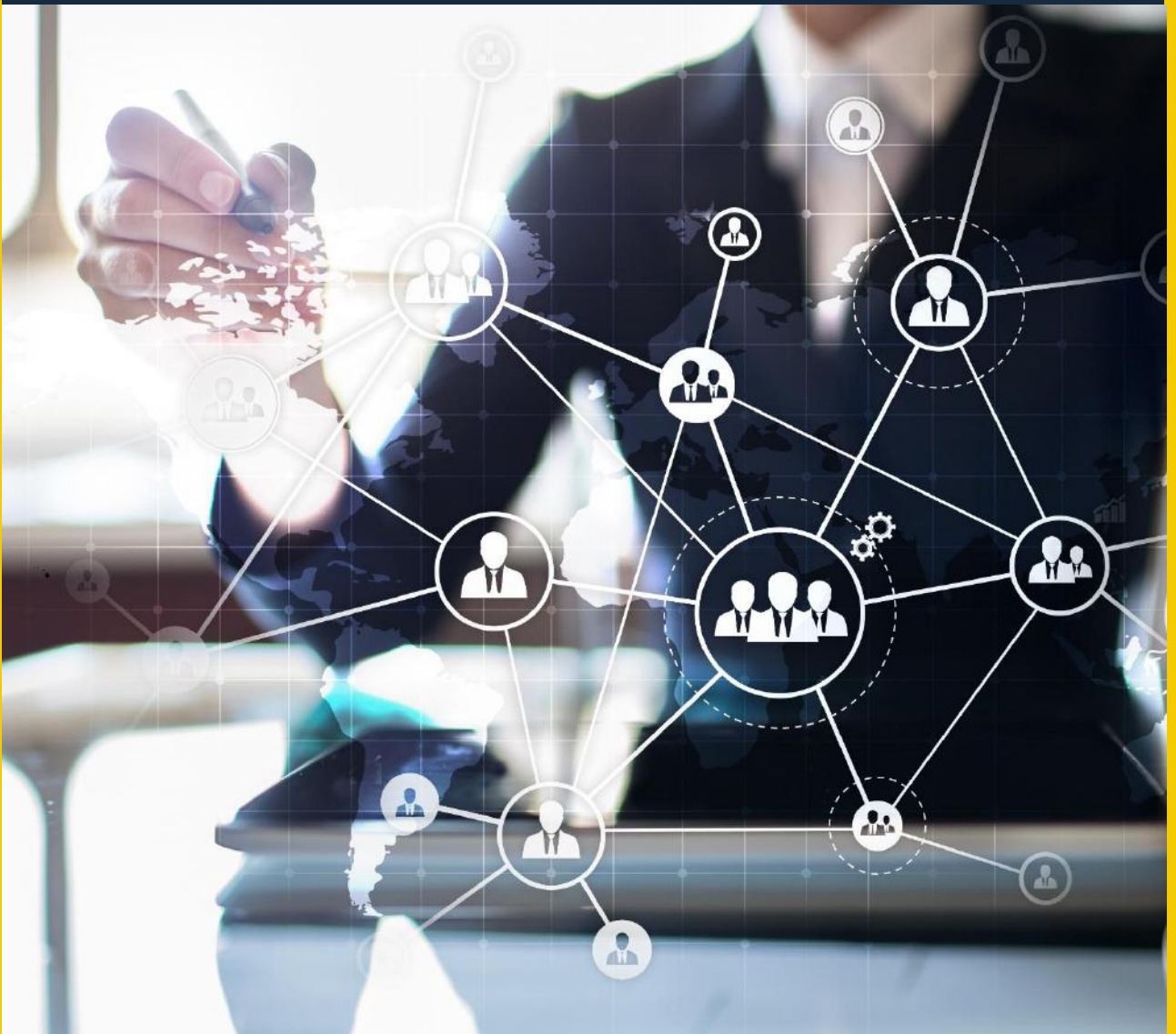
Workforce Capacity Planning

Identifies skill gaps and assigns employees to projects



The ITC Infotech Anaplan solution – Just what your HR team needs!

To help enterprises action their **Workforce Planning strategy**, ITC Infotech has designed a powerful solution on **Anaplan**. The solution moves enterprises from their basic budget-driven headcount methodology to an integrated, data-driven planning mechanism.



Seven components that take the work out of Workforce Planning

The solution leverages data from enterprise systems and functions, simulates scenarios and predicts a variety of workforce-related parameters using a simple-to-use interface that is scalable and secure. The seven components include:

Seamless Data Integration

- ▶ Integrates HRIS, HCM, CRM and ERP systems into a Central Data Hub for planning
- ▶ Interoperable and extensible with flexible integrations, connectors and APIs



Embedded Intelligence

- ▶ Predicts attrition, identifies risk areas, and analyzes the impact on the business using statistical forecasts
- ▶ Optimizes workforce mix (full time, part time, gig), headcount capacity and capability plans based on business needs and constraints



Connected Planning

- ▶ Connects financial HC projections with HR talent acquisition and business plans to align demand and supply of workforce
- ▶ Integrates workplace services and location plans with workforce plans
- ▶ Identifies opportunities to utilize internal workforce instead of hiring by matching available skillsets with required skills for open positions
- ▶ Links strategic workforce plans with operational plans
- ▶ Aligns the top-down plan to bottom-up workforce plan across business groups



Engaging User Experience

- ▶ Delivers a modern, collaborative and intuitive user experience across devices



Enterprise Scale

- ▶ Enables performance, resilience and real time calculations using a SaaS platform



Robust Security

- ▶ Manages user access, identity management and data encryption



Scenario Planning

- ▶ Provides flexible multi dimensional modeling and real-time simulation for rapid scenario planning



Make the benefits add up to more than workforce management

- ❖ Optimized workforce and associated costs by up to 0.25%
- ❖ Improved workforce planning productivity by up to 50%
- ❖ Improved forecasting accuracy by up to 20 percentage points
- ❖ Improved utilization of resources by up to 10 percentage points
- ❖ Reduced attrition of top talent
- ❖ Real-time collaboration across HR, finance, and business units



We have a proven track record – and we invite you to experience it

Our Workforce Planning solution has demonstrated excellent results for a global manufacturing company that has 20,000+ employees across 60+ countries. The solution proved crucial for the customer in navigating workforce complexity post M&A by enabling 100% visibility into workforce requirements, identifying critical talent gaps, and in controlling overspending on non-critical roles. The solution empowered the customer with a 12-month forecast of talent requirements along with employee cost, leading to an accurate staffing plan.



The Workforce Productivity Planning solution for an FMCG giant with a trade budget of \$6bn impacted over 50000+ employees across 40 countries. Our expertise helped achieve a 30% increase in sales productivity through driver-based workload planning. The model was designed to identify the right sales headcount based on Route to Market strategies, optimize field activities and workload, and design the right performance metrics that would optimally incentivize the reps. The solution enabled contextual resource allocation leading to a 1.5% increase in ROI.





About ITC Infotech

ITC Infotech is a leading global technology services and solutions provider, led by Business and Technology Consulting. ITC Infotech provides Business-friendly Solutions to help clients succeed and be future-ready, by seamlessly bringing together digital expertise, strong industry specific alliances and the unique ability to leverage deep domain expertise from ITC Group businesses. The company provides technology solutions and services to enterprises across industries such as Banking & Financial Services, Healthcare, Manufacturing, Consumer Goods, Travel and Hospitality, through a combination of traditional and newer business models, as a long-term sustainable partner.

ITC Infotech is a wholly owned subsidiary of ITC Ltd, one of India's foremost private sector companies and a leading multi-business conglomerate. With a market cap of US \$35 Billion and gross sales value of US \$10.8 Billion, ITC Ltd is acknowledged as one of India's most valuable business corporations. It has been ranked as India's most admired companies by a survey conducted by Fortune India, in association with the Hay Group.

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