Headcount Planning with Limelight

Your workforce is one of your biggest investments. Are you tracking and optimizing it?

Limelight helps you manage your resource budget, measure trends, and better forecast the future.

With Limelight, you can easily manage full-time equivalents and dollars, and evaluate budgeted versus actual numbers. You are always in the know with resource allocations, available open positions, and staffing requirements. Because we make sure Finance and HR are aligned, reporting on position information for budgeted and actual does not require multiple spreadsheets.

Your Workforce Makes up 60% of Operating Expenses

Almost every business experiences headcount expenses. A company's workforce typically makes up 40-60% of its total expenditure, yet many businesses have trouble accurately tracking expenses related to their employees and planning for future resourcing needs.

Headcount needs to be tightly managed and well-optimized for organizations to succeed. Overstaffing can result in excess capacity that directly impacts profit and loss; understaffing leads to service delays or failure to deliver, which impacts revenue and customer satisfaction.

Businesses that rely on spreadsheets to track employee costs often are not able to forecast future outcomes. Using spreadsheets for workforce planning present the following challenges:

- HR contains confidential information and excel doesn't provide great security.
- Too much time spend on manually consolidating data
- It's error prone due to hidden or broken formulas and copy & paste
- Difficult to add information on the fly and have it consolidate

Limelight for Headcount Planning, Salary, and Compensation Planning

Limelight makes headcount, salary, and compensation planning a breeze. Designed with industry standard best practices and features out-of-the-box, Limelight simplifies the planning of workforce related expenses, such as bonuses, fringe benefits, overtime payments, and merit increases. Additionally, it automatically and seamlessly updates corporate and divisional expenses in real time.

> "People-related costs, including compensation and benefits … are now the single biggest expense items for most companies, which means HR has shifted to a more strategic, integrated role in fulfilling the overall organization's strategy and goals."
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> - Business News Daily

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Trends Driving Workforce Planning Software

ATTRACTING AND RETAINING THE RIGHT TALENT FOR TODAY, AND TOMORROW

Almost 80% of CEOs say they've changed their people strategy to reflect the skills and employment structures they need for the future; now it's up to HR to find the right tools to help them identify skills gaps, anticipate needs, spot potential and build the workforce for the future.

ADAPTING TO A RAPIDLY CHANGING WORKFORCE

As the workforce continues to evolve, it's becoming increasingly challenging for companies to manage. Many companies employ a mix of full and part-time staff and contractors, and employees frequently transfer in and out of multiple cost centers. While this makes businesses more agile and adaptable, companies need to accurately track how an employee's time is being split or allocated.

MAINTAINING COMPLIANCE WITH INCREASING REGULATORY CONTROLS

Wage and labor laws are complex, and ensuring internal knowledge of the regulations that govern employment—as well as any additional regulations that govern specific industries—is current and complete is a burden to many businesses, especially SMBs. These organizations are turning to technology solutions to help them stay ahead of the curve.
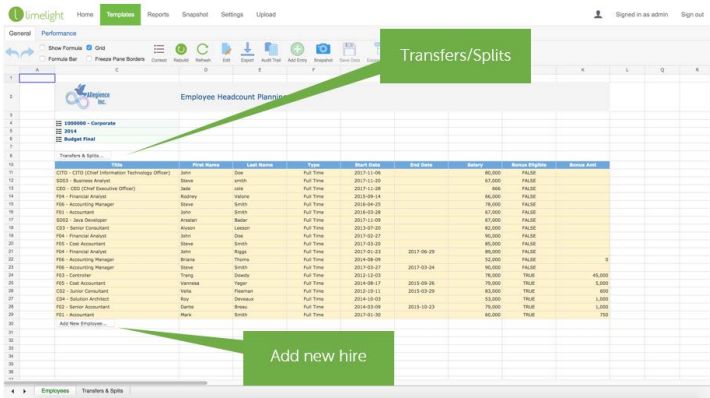
In an increasingly complex, fast-moving business world, you want the right number of people, with the right skills, in the right place, at the right time. To achieve this, you need a robust system that can help you track, analyze and plan your workforce effectively.
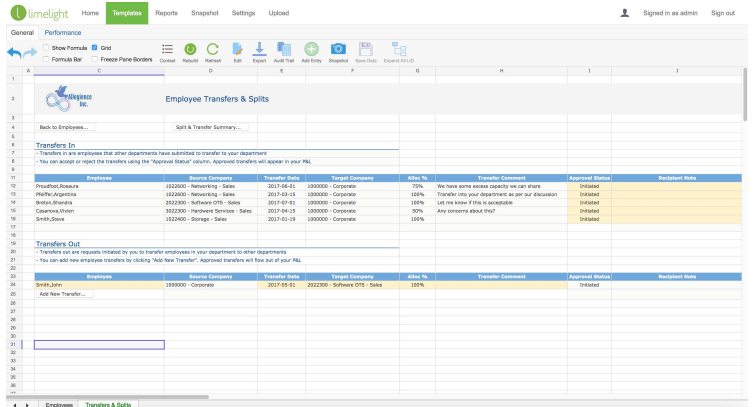
Workforce Management with Limelight

Limelight is a collaborative headcount planning and analysis solution for Finance, HR, and Managers.

With Limelight, companies can easily track and plan payroll expenditures for all types of employees—no spreadsheets required. It enables companies to build, maintain and plan an optimized workforce based on insights, accurate data and best practice models for hiring, retaining and reducing headcount.
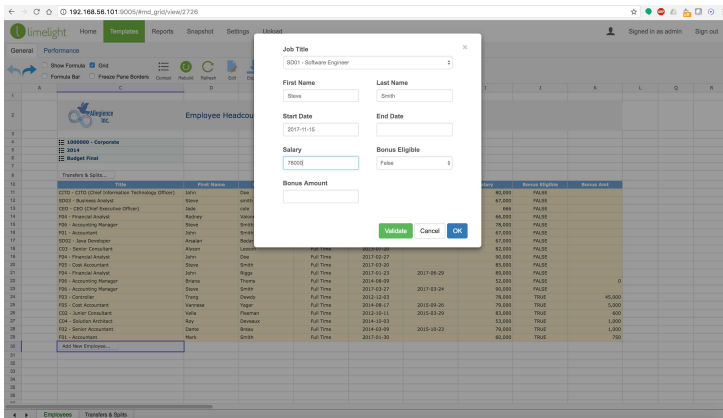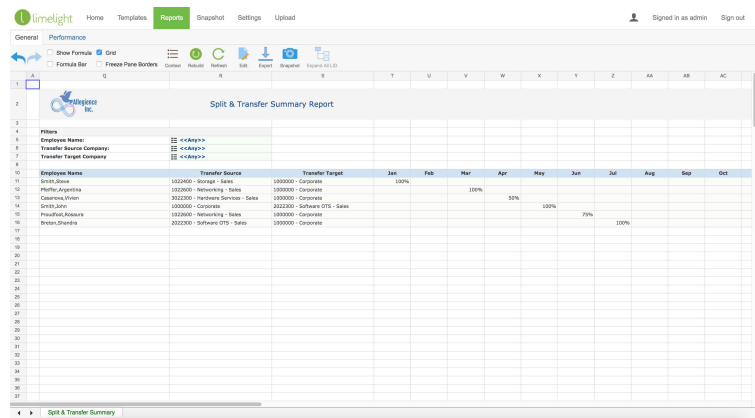
Headcount Planning

Splits and Transfers

Add New Hire Form

Split & Transfer Summary

Limelight Features:

- Position planning
- Scorecards
- Analysis tools to track:
  - Compensation trends
  - Recruiting
  - Retention
  - Capacity

- Employee transfers with approvals
- Splits across multiple departments or cost centres
- Automatic payroll tax calculations
- Benefit and bonus calculations

- Detailed performance reports, including:
  - Salaries
  - Cost per employee
  - Turnover
  - Demographics

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Benefits of Limelight

Easy Employee and Expense Tracking

- Eliminate the challenges and limitations that companies face when relying on spreadsheets to track salaries, benefits, transfers, splits and approvals
- See unfilled positions by geographical distribution, cost center and scenario
- Determine human resource factors affecting the business by measuring a wide range of metrics
- Use data to drive decisions that minimize factors that negatively impact the bottom line and improve employee satisfaction and productivity
- Give finance and HR real-time visibility into expenses

Stay in Control with Workflow Approvals

- Set up workflow alerts to streamline the planning process
- Identify opportunities that better align with workforce changes in your business
- Improve collaboration and transparency among finance, HR, and hiring managers
- Equip managers with tools to develop and execute hiring strategies aligned with goals
- Maintain confidentiality of payroll info with tightly integrated security

Make Decisions Based on Reports and Analytics

- User-friendly charts and reports let you monitor costs and drilldown for details
- Arm your company leaders with data that helps them make informed decisions about the future of their staff
- Use trends in hiring, turnover, and retirement
- Instantly forecast and plan around changes in workforce demand
- Use real-time reports to forecast:
  - Staff utilization levels
  - Project vacancies
  - Supply vs demand gaps
  - Resources at risk
  - Revenue, costs and margins
  - Compensation and benefits

Gain Agility and Flexibility in Your Plans

- Identify gaps and staffing requirements to align with demand
- Modify plans on the fly to address unexpected circumstances concerning staff and business performance
- Predict future shortfalls in the workforce and begin recruiting talent early
- Allocate shared payroll costs to various areas of your operation
- Easily transfer employees to and from different departments
- Automatically roll expenses to a monthly view for financial forecasts and reports
- Proactively manage employee growth and development
- Ensure payroll and incentives are in sync with corporate goals
- Identify opportunities for improvement in recruiting and retention

Save Time and Money

- Eliminate time consuming manual planning processes
- Avoid last-minute hiring and costly hiring/firing cycles
- Gain insight into employee efficiency and maximize the ROI on each employee

BOOK A DEMO OF LIMELIGHT TODAY ❯

About Limelight

Recognizing a change in the market and a need for a modern financial solution, we created Limelight, a user-friendly web-based application that is easy to use, easy to buy and easy to set up. The Limelight team carries out their mission to deliver the most modern and innovative financial performance management solution to finance teams globally by sticking to their core value of excellence in everything that they do. **Get to know Limelight at www.golimelight.com**

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