

# 5 steps to more effective workforce planning

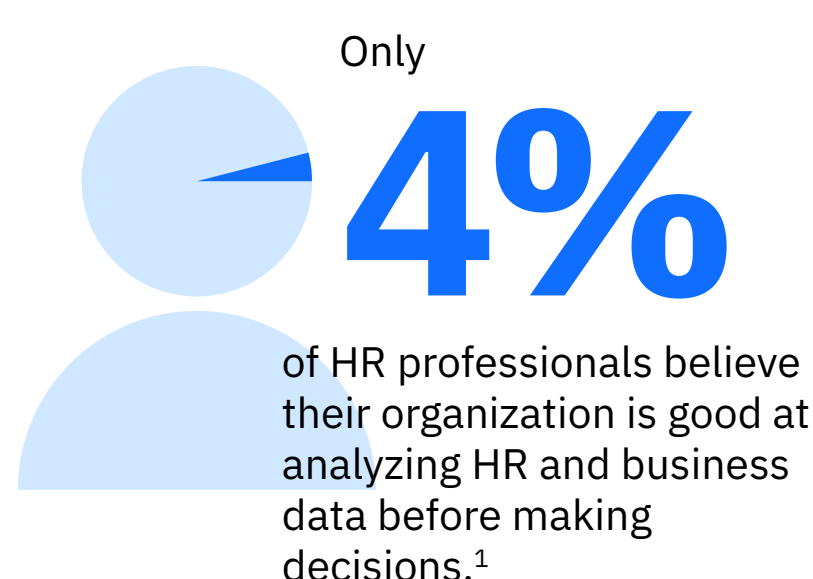
HR, finance, and operations must work in lockstep to hire and retain the right talent. However, hurdles such as new requirements, manual spreadsheet planning, and a lack of data analytics can hinder successful workforce management.



A modern workforce planning process can make all the difference.  
**Here are 5 steps to take:**

## 1 Back up decisions with ROI

Show ROI for every dollar spent



## 2 Align top-level priorities with HR initiatives

Ensure the right people are in place to fulfill organizational needs.



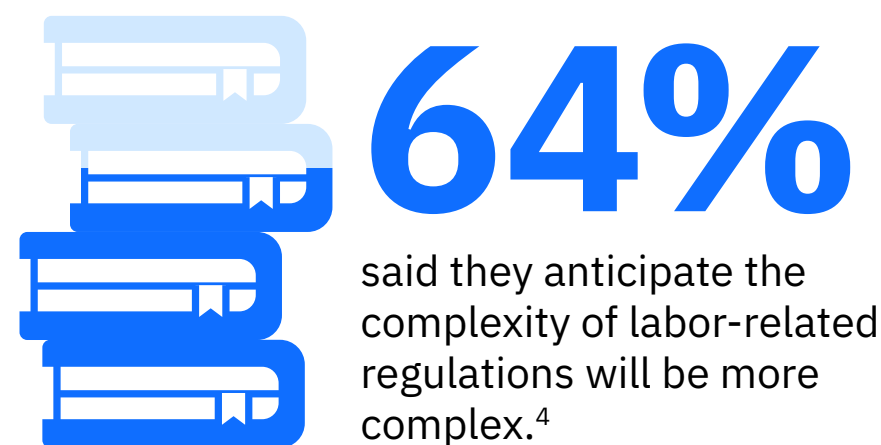
## 3 Use data to limit turnover

Identify indicators of employee satisfaction to reduce attrition.



## 4 Ensure compliance in all processes

Using spreadsheets increases risk of compliance breaches.



## 5 Pivot in real-time to meet changing demand

Agility is required to respond in real-time to staffing demands.



### With a powerful modern planning and analytics solution, you can:

- Access self-service data modeling to gather insights
- Connect data sources to generate an integrated plan
- Collaborate on plans and create one version of truth with HR, finance, and operations
- Use what-if scenario comparisons to help guide decisions
- Automate quick and easy changes across all your plans



**Find out how IBM Planning Analytics can put your workforce planning on the right track.**