

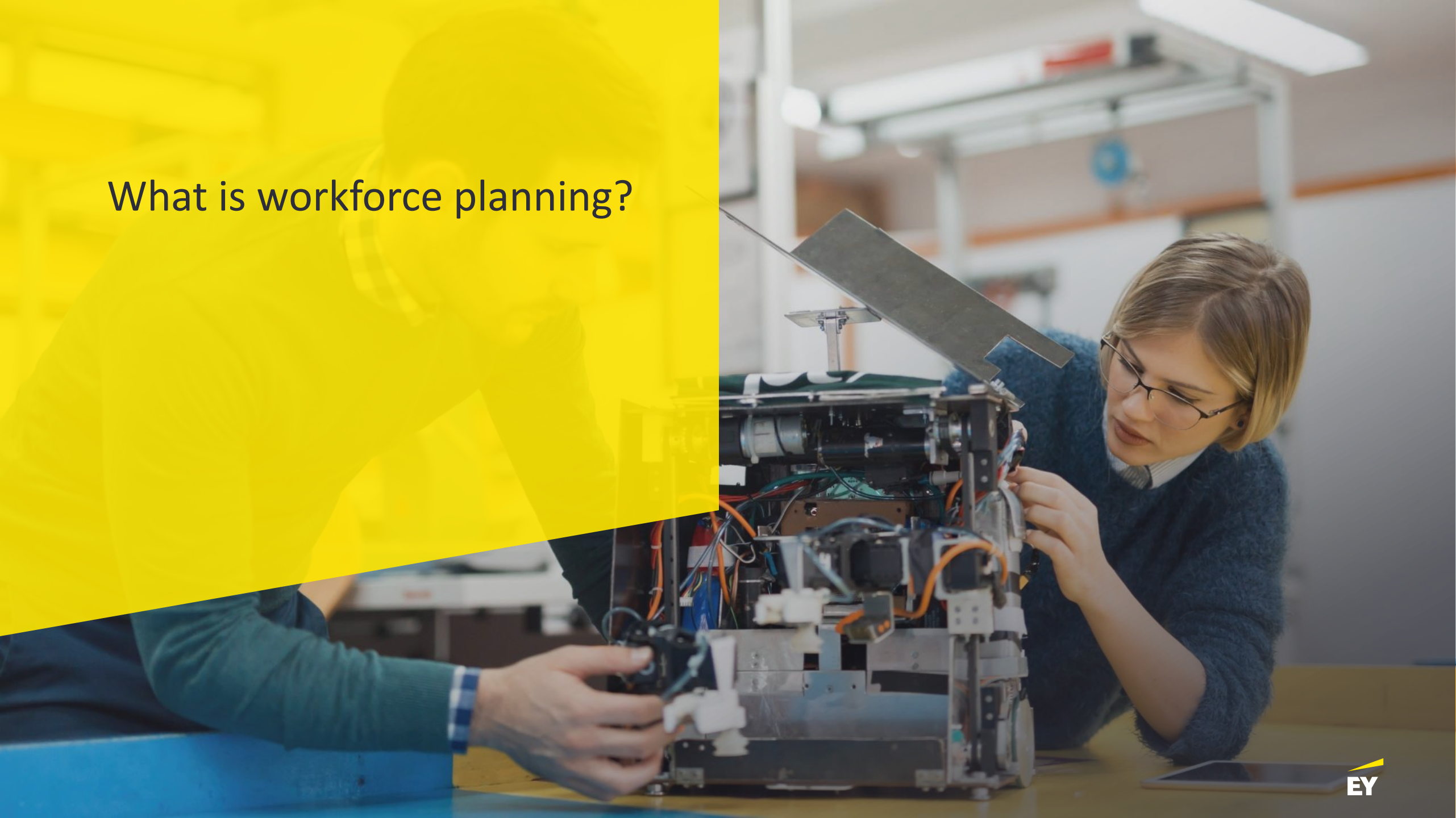
Introducing Agile Workforce Planning

Presentation to House of Visionaries

23rd September 2024



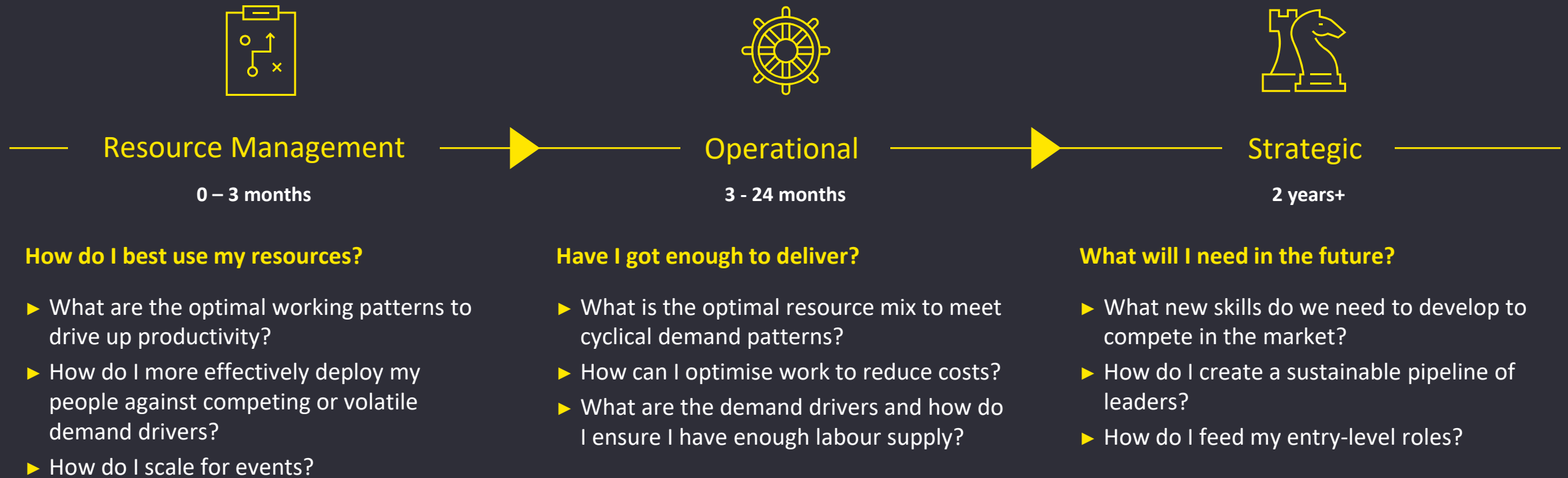
What is workforce planning?



Workforce Planning is the art of creating the **right workforce** to deliver desired **business outcomes...**



...and considered these within **different timeframes**...



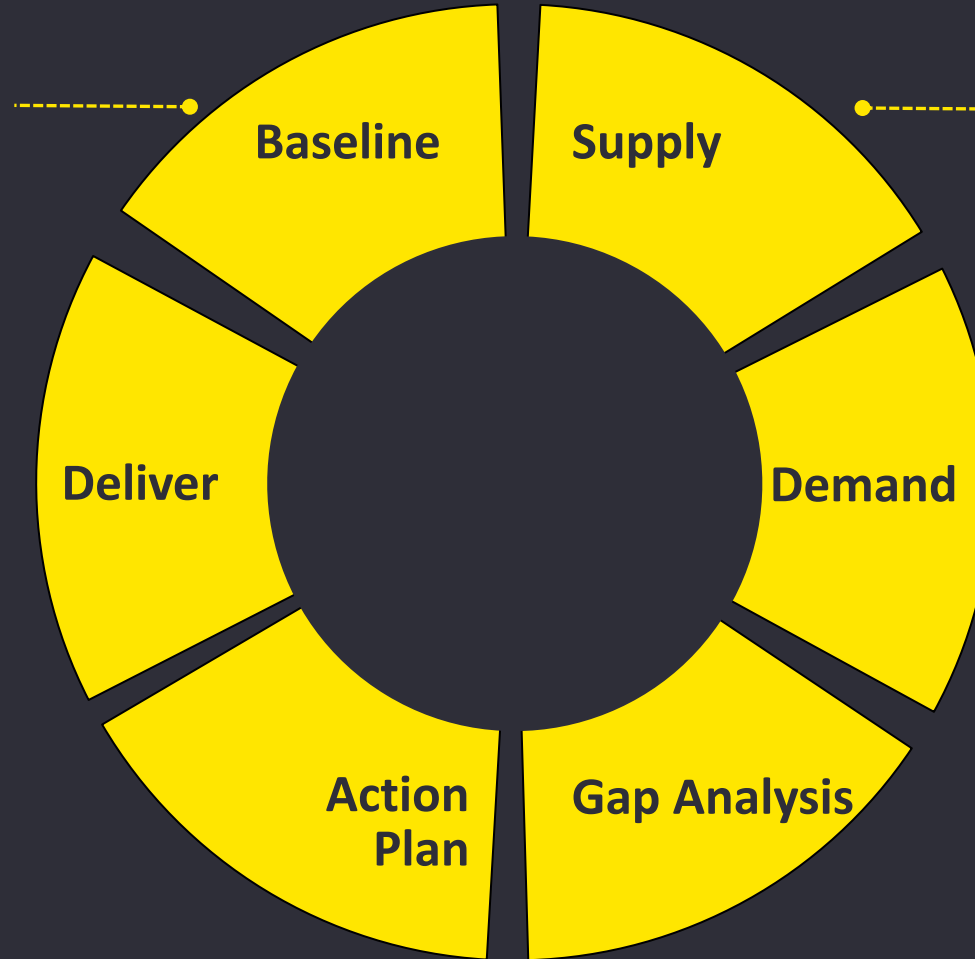
...Agile Workforce Planning looks across **all timeframes**

How do you do Agile Workforce Planning?



The Agile Workforce Planning approach

- ▶ Engage stakeholders
- ▶ Understand the strategy
- ▶ Workforce segmentation



- ▶ Turnover projections
- ▶ Internal movement
- ▶ Absence and abstraction
- ▶ Demographic trends

Six components of capability

Skills

- ▶ What we have practiced and can do

Knowledge

- ▶ What we have learnt and is readily available in our mind

Mindset

- ▶ How we think, feel and react to stimuli

Physiology

- ▶ How we use components
- ▶ Physical ability and appearance
- ▶ Health and wellbeing

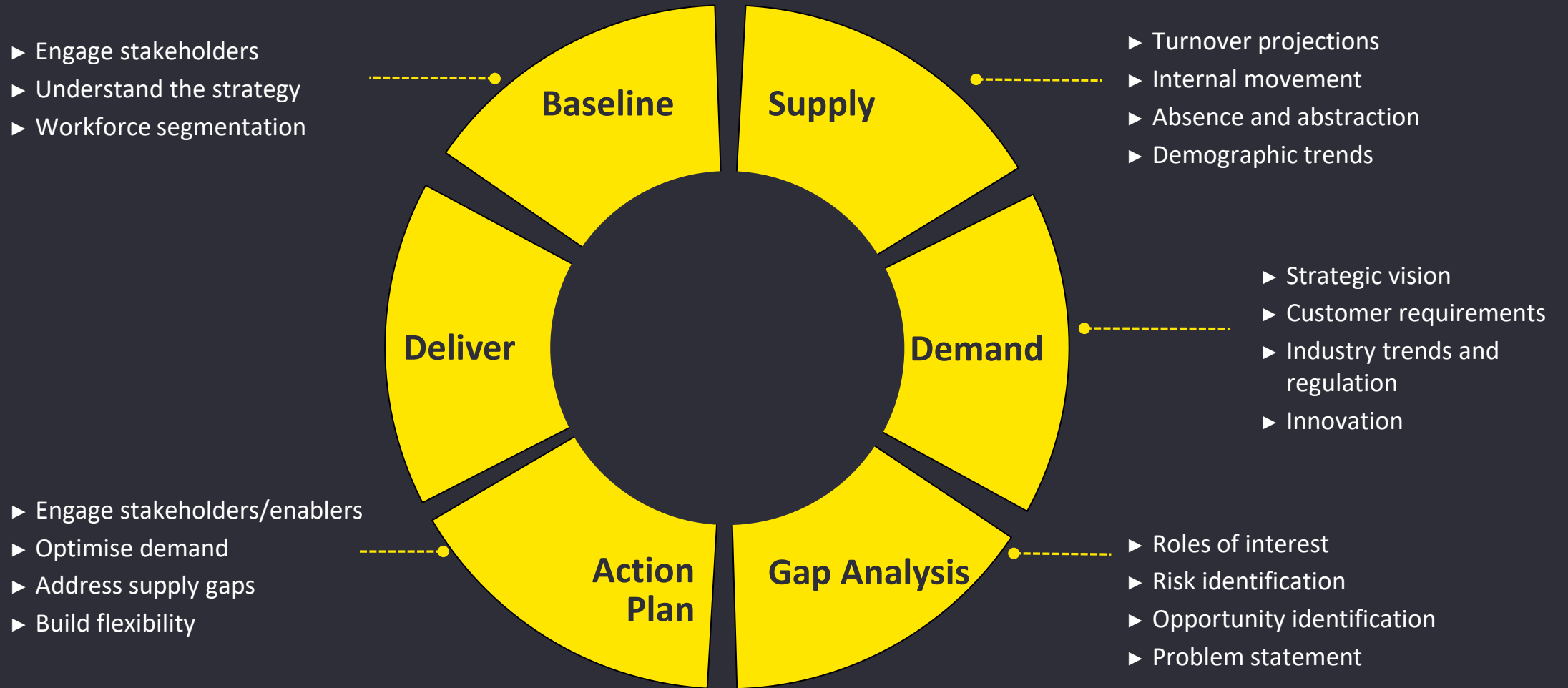
Accreditation

- ▶ Statutory requirements
- ▶ Heuristic for other components

Environment

- ▶ The present factors when and where other components are applied

The Agile Workforce Planning approach



The 7Bs

Buy

Attraction
Recruitment
Employer Brand

Build

Learning
Development
Progression
Behaviours

Borrow

Contingent Labor
Professional Services
Outsourcing
Secondments In

Balance

Technology
Finance
Operating Model
Org Design

Bind

Retention
Pay & Reward
Contracts
Tenured Posts

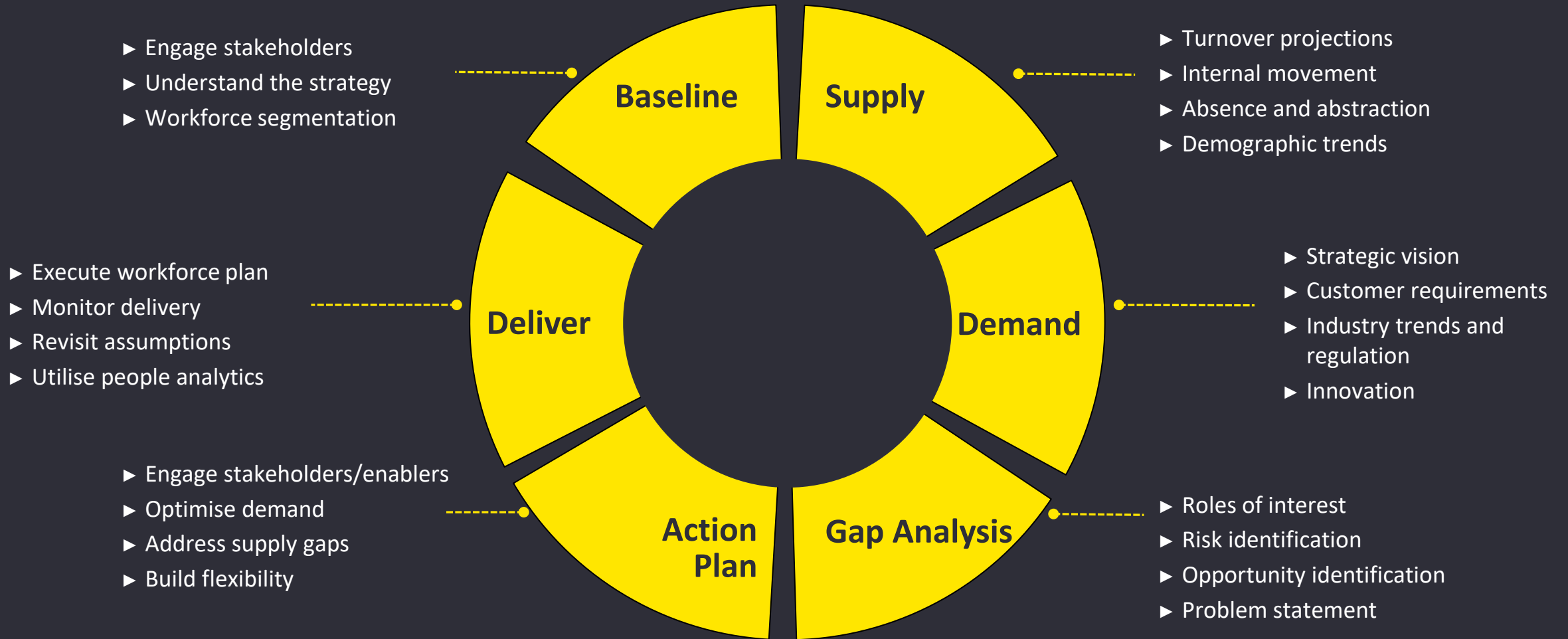
Bounce

Redeployment
Exits
Secondments Out

Bot

Automation
Machine Learning
Gen AI

The Agile Workforce Planning approach



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