Talent strategy

Model and plan key talent initiatives and drive results

Anaplan

Do your workforce strategies and HR interventions support your business goals, and can you model the impact of new organization designs, restructuring, growth, M&A, and DEI investments and other workforce investments?

Collaboration across your leaders in talent management and organization effectiveness, finance, and the business is essential for agile, insight-driven planning. Without it, it's easy to overlook risks and opportunities, and fall behind in building a future-ready, equitable workforce. It's time for a more continuous and quantifiable approach.

Align your workforce planning with business goals using Anaplan

Anaplan for HR and Workforce Planning is the only cloud-native, AI-infused platform that enables you to connect your workforce strategies with your wider business goals and outcomes. You can improve workforce agility, attract top talent, enhance internal mobility, boost employee engagement and retention, and drive DEI in a single platform with a unified source of truth. Model scenarios in real time, respond diligently to change, and build a more agile, progressive workforce to drive growth, resilience, and innovation.

Key benefits

- **Holistic view:** Connect data from disparate processes, systems, and sources to provide transparency and trust in hiring plans, costs, skills, and capabilities.

- **Automation:** Replace manual, risk-prone tasks for simplified approvals and continuous improvement in talent lifecycle processes.

- **Scenario modeling:** Model multiple plan scenarios dynamically to optimize allocation, productivity, compensation, location, critical skills, and measure the cost and impact of these decisions.

- **AI and analytics:** Intelligently surface key metrics like retention drivers, demographics, representation, and talent quality to improve forecasts, and refine strategies.

- **Collaboration:** Remove barriers and connect data silos to align cross-functional workforce plans with your organization's strategic, financial, and operational plans and goals.

- **Act on insights:** Create an engaged, valued workforce that is compensated fairly, motivated to drive business outcomes, and aligns with your workforce and business vision.

CUSTOMER STORY

Queensland Rail

Queensland Rail is a government-owned rail operator in Queensland, Australia, employing approximately 7,500 staff. It oversees passenger and freight rail services across the state, managing both urban and regional networks.

Challenges:

- **A projected shortage of engineering talent** due to aging workforce and declining interest in rail careers
- **Competition for talent** set to increase due to major infrastructure and rail improvement projects across Australia
- **Need for integration of disparate data sources** for accurate long-term workforce planning

Results:

- **A comprehensive five-year workforce model**, integrating multiple data sources
- **Identified a 16.6% annual increase in engineering demand**, enabling proactive recruitment and training strategies
- **Collaborative planning processes**, improving stakeholder engagement and decision-making

Solution details

Organizational design and restructuring

- Model multiple organizational structures to assess the most cost-effective option for growth
- Visualize and manage both spans of control and layers in your organization

Diversity, equity, and inclusion (DEI)

- Leverage workforce modeling to ensure a diverse, equitable, and inclusive workforce
- Set and track goals, fostering accountability and alignment with business strategy and growth

Succession planning and internal mobility

- Evaluate talent for readiness, performance, and retention risk to inform promotion decisions
- Balance internal and external hiring through "buy, build, or borrow" scenario modeling

Whole enterprise visibility

- Gain a holistic view of workforce demographics and dynamics across departments, regions, and business units
- Enable in-the-moment data access for HR, finance, and business leaders to forecast workforce needs, attrition, and talent gaps

Agile modeling and scenario planning

- Create workforce models that can be quickly adjusted to market and business shifts
- Evaluate organizational design scenarios and assess the impact on talent, costs, and growth strategies

Predictive insights

- Forecast workforce trends using AI-driven models that predict attrition, skill gaps, and talent needs
- Use intelligent scenario modeling to show hiring, upskilling, or redeployment decisions affect future workforce

The Anaplan platform offers:

- **"What if" scenario and multidimensional modeling** powered by our high-performance calculation engine, producing ultra-fast calculations at unprecedented scale.

- **Predictive analytics** to forecast workforce needs, align talent strategy to business goals, and optimize planning for growth, agility, and efficiency.

- **Seamless integration** with your HR, finance, and operations systems to streamline workforce planning, and deliver enhanced reporting and visibility.

- **Best-in-class security and compliance** with role-based access control, user management, and SSO support with SAML 2.0 compliance, and data encryption.

- **A highly extensible ecosystem** to collect and analyze data in a single location using APIs, ETL connectors, and built-in integrations with other solutions.

About Anaplan

Anaplan is the only scenario planning and analysis platform designed to optimize decision-making in today's complex business environment so that enterprises can outpace their competition and the market. By building connections and collaboration across organizational silos, our platform intelligently surfaces key insights — so businesses can make the right decisions, right now. More than 2,500 of the world's best brands continually optimize their decision-making by planning with Anaplan.

To learn more, visit www.anaplan.com

⅄naplan