Operational Workforce Planning application

## Take charge of your plan to hire processes

Anaplan

Most large enterprise organizations struggle to maintain workforce plans aligned with their goals because they lack real-time insights into headcount dynamics and workforce costs. These organizations are burdened with many fragmented systems, spreadsheets, and manual reconciliation, leading to inconsistencies, inaccurate forecasts, reactive hiring, and budget overruns. This results in execution delays, increased costs, and greater risk for the business.

There's a better, faster way to plan

Introducing a **foundational approach to connecting your HR and Finance** with a purpose-built, flagship application for workforce planning.

The **Anaplan Operational Workforce Planning** application helps align your HR and finance teams around a disciplined approach to workforce planning and plan to hire processes. It provides a secure, accurate, and real-time view of jobs and positions, requisitions, workforce trends, and costs across your organization, with the ability to drill into pertinent details. It helps you accelerate alignment of your strategic plans with execution, translating those plans into unified talent needs and ensuring cohesion between top-down and bottom-up planning.
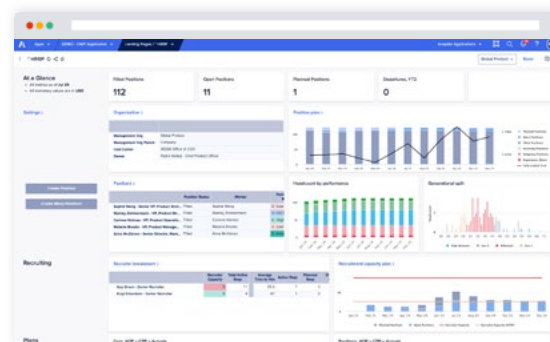
Key benefits

- Gain visibility into the current state of your workforce, including its size, composition, and open positions.

- Streamline and automate your position and requisitions creation and approvals. Foster financial controls by ensuring alignment with budget and strategy at every level of the organization.

- Leverage the flexibility to model and project the distinctive workforce needs of each line of business.

- Utilize insights into hiring, turnover, and internal mobility trends to reduce budget variance and improve forecast accuracy.

- Drive process efficiency and organizational effectiveness with improved collaboration across HR, talent acquisition, finance, and the business.

What if you could continuously evaluate your workforce investments and reallocate headcount toward more strategic, forward-looking needs?

- Is the work being duplicated across teams or areas?

- Can the work be automated or streamlined?

- Can the work be performed in a lower-cost location?

- Can tasks be divided into more and less complex components?

- Can more junior roles take on this work?

- Should we hire at junior levels and promote from within?

- Do we need to develop team members to handle these tasks?

- Are certain activities or processes outdated and ready to be discontinued or optimized?

Simplified data integration | Best practices out-of-the-box | Agility to configure and extend

Key features

Stay ahead by making your workforce planning agile and responsive to evolving business needs. The **Anaplan Operational Workforce Planning** application enables:

HR business partners (HRBP) and people leaders:

- Understand the current state of your workforce, including its size and composition.

- Gain organization-wide views and insights through an org-chart visualization tool.

- Plan top-down by allocating budgeted amounts down to line managers.

- Adjust baseline assumptions for hiring, turnover to run scenario-based models and projections.

- Coordinate hires, transfers, promotions, and departures at the position level.

- Model future scenarios based on drivers such as new markets and hiring surges.

- View dashboards and reports on current period workforce activity at all levels.

Talent acquisition:

- Gain visibility into talent acquisition priorities and key metrics to ensure alignment with strategy and plans.

- Ensure alignment of recruiter capacity with current and future hiring plan and recruiting pipeline.

- Minimize over- and understaffing to optimize recruiting costs.
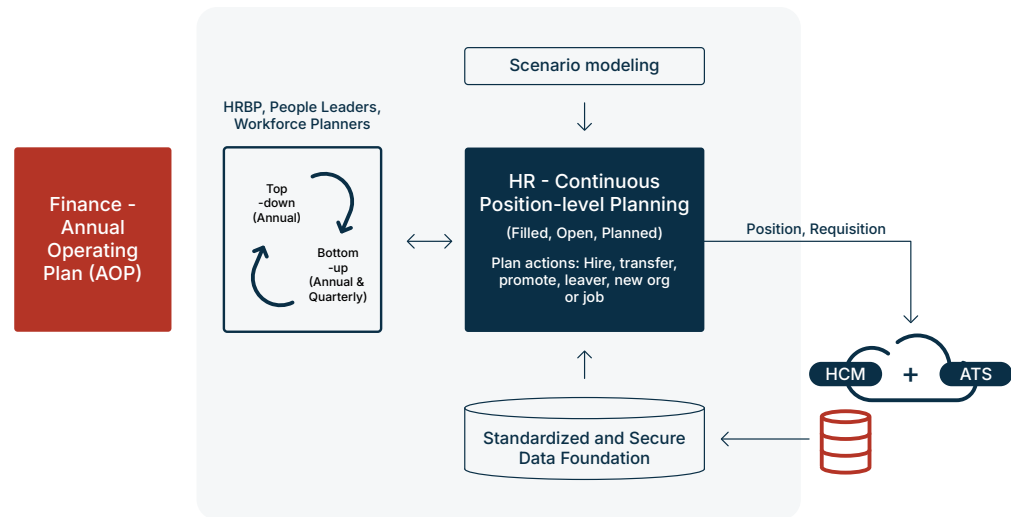
**Financial planning and analysis (FP&A):**

- See budget established for cost centers translated into management org.

- Confirm alignment with finance planning cycles.

- Monitor variances against budget guidelines

- Ensure ongoing workforce changes — hiring results and any variance to cost, location, and timeframe planned — are in alignment with the committed budget scenario.

Workforce planners and IT:

- Streamline planning process and minimize data wrangling to improve workforce planning productivity.

- Integrate with HR/HCM, ATS, and ERP systems and data lakes, using best-practice data models and dimension to streamline workforce planning.

- Leverage in conjunction with the Anaplan Integrated Financial Planning application to connect your annual operating plan (AOP) and budget, ensuring alignment between HR and Finance.

- Provide secure dashboards and reports for visibility into key workforce indicators.

- Ensure proper security and access for HR and people leaders to worker-specific details.

- Establish position-level plans and support analysis of various scenarios.

- Facilitate ongoing maintenance of plans throughout the year.

- Send approved plan data to your HR/HCM system of record for execution.

Anaplan experience that is tailored for HR and business users:
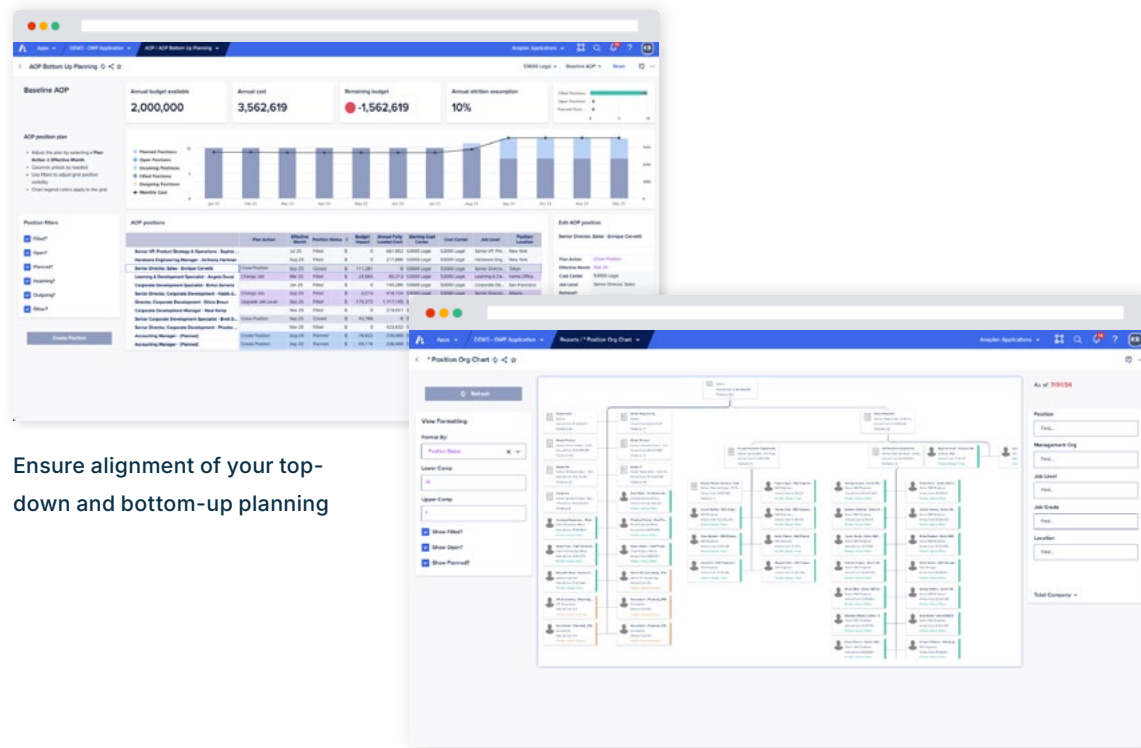
Ensure alignment of your top-down and bottom-up planning

See areas that need your attention directly in your organization chart

To further explore how the Anaplan Operational Workforce Planning application integrates with Anaplan's full suite of workforce planning capabilities, refer to the **Anaplan for Workforce Planning datasheet.**

The Anaplan platform offers

- **Application framework:** Rapidly deployable best practices, configurable to customer requirement, upgradeable with availability of future release, and extensible to other use cases through standard Anaplan platform capabilities.

- **Dashboards, reports, and analytics** with data visualization provide a single source of planning truth on workforce and business data and performance.

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

- **Collaborative and agile planning** across the enterprise from corporate to business units and across functions and operations (HR, finance, sales and marketing, supply chain).

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

- **A highly extensible ecosystem —** collect, analyze, and plan in a single location using APIs, ETL connectors, and built-in integrations with HCM/HR, finance, operations, other systems of record, and data warehouses.

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 2,400 of the world's best brands continually optimize their decision-making by planning with Anaplan.

To learn more, visit www.anaplan.com

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