

# Are you planning your workforce with the same rigor as finance?

Anaplan



Sapient Insights Group (SIG) authored a research report on how C-suite leaders can make workforce planning integral to a successful enterprise-wide growth strategy.



They observed that workforce planning is no longer an HR-only exercise — it is a business-critical capability. But most organizations are still treating it like a cyclical task, not a strategic advantage. This gap is becoming riskier as organizations are bringing more contract workers, AI agents, and automation, all the while shifting toward artificial intelligence (AI) skills and roles.

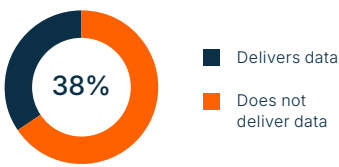
## Nearly all organizations are pushing for growth and efficiency



**9/10** companies rank revenue expansion as a top priority



**3/4** are equally focused on cutting costs and driving efficiency

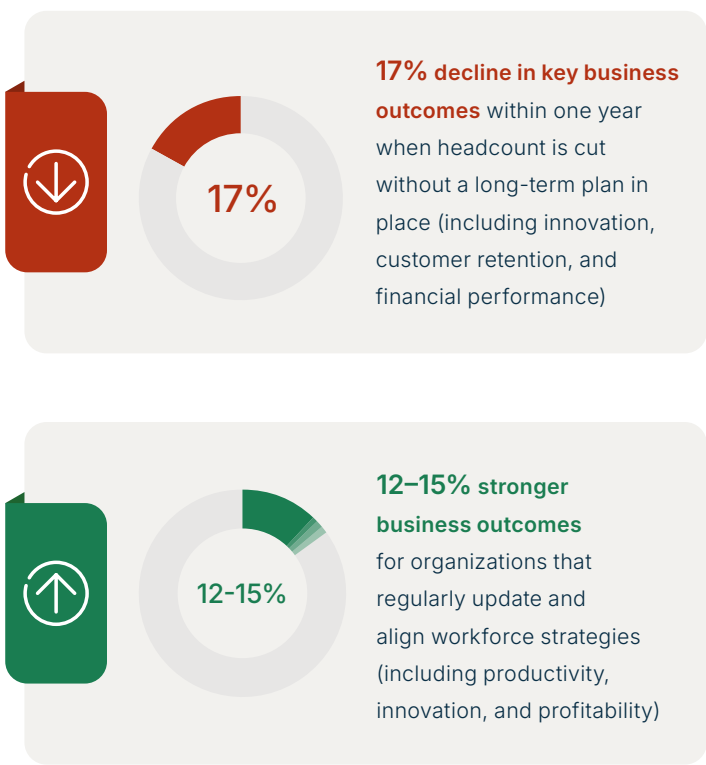


Only **38%** feel their human resources (HR) technology delivers data that drives strategic business decisions

When priorities change but data does not, workforce decisions are based on old assumptions causing misalignment with the business. That misalignment also makes it harder to connect budgets to workforce plans and fund the hiring and reskilling needed for future, AI-driven roles.

With **upwards of 60%** of operational costs tied to people in most organizations, addressing this disconnect is a critical business imperative.

### How is workforce planning fundamental to achieving business growth?



A long-term, agile workforce plan helps teams bolster performance while balancing growth and efficiency.

### Recommendations

- 1** **Connect workforce decisions to business outcomes**  
Treat workforce strategy as a core input to growth, productivity, and profitability goals
- 2** **Plan continuously, not periodically**  
Revisit assumptions as priorities, budgets, and talent realities change
- 3** **Fortify data foundations**  
Invest in enhancing people data and reporting that supports strategic decisions, not just administration
- 4** **Align cross-functional ownership**  
Foster closer partnership and collaboration between HR and finance teams to align headcount, skills, and costs to business strategy

## How Anaplan helps you

Anaplan helps organizations transform their workforce planning by connecting workforce decisions to business goals.

With AI-driven insights, you can accelerate scenario modeling and enable continuous, cross-functional planning to make smarter, faster decisions.



Connect workforce, finance, and operational plans



Run scenario planning to understand the impact of workforce changes on business outcomes



Model transformative shifts like a pivot to AI, changing business models, or entering new markets



Align headcount, skills, and costs to strategic priorities and budgets



Monitor progress with executive-ready reporting to keep teams aligned and accountable

Discover how leading organizations align business and workforce strategy to drive stronger outcomes.

Explore the full Sapient Insights Group (SIG) research report →

### 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.

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