

The workforce planning crisis: Why ambition and execution don't match

Discover what it takes to align people, cost, and strategy.



Anaplan

The workforce planning gap is widening

Research commissioned by Anaplan reveals a stark divide. While organizations want to build a future-ready workforce, their progress is impaired by manual processes, fragmented systems, and endless spreadsheets.



68% of organizations want to optimize workforce planning



49% are still manually compiling their workforce data across multiple systems

From static planning to intelligent orchestration

The rapid integration of AI is forcing a moment of reckoning, compelling every organization to take a deeper, more critical look at the two pillars of its success: its business strategy and its people.

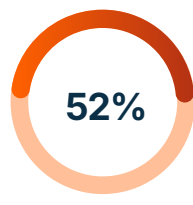
When HR and finance don't work together:



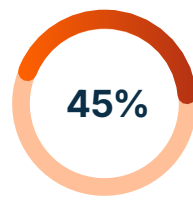
The cost of misalignment isn't just inefficiency; it's missed opportunity.

HR and finance share the same priorities

Workforce planning is central to delivering both growth and efficiency. The goal is better alignment between the workforce, the cost, and the business strategy.



aim to align talent strategy with financial sustainability



want more data-driven decision-making

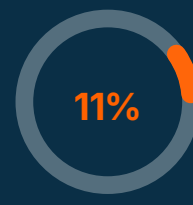
Alignment in theory doesn't mean alignment in practice.

The ambition is clear: Execution isn't

Workforce planning consumes time and effort, but doesn't always deliver clear, actionable outcomes.



say collaboration between HR, finance, and operations is inefficient



describe it as broken and dysfunctional

Teams are still working from disconnected data, systems, and assumptions.

Workforce planning still runs on manual effort

There's a lot of data out there. But finding and leveraging relevant, timely data isn't always easy.



49% manually assemble workforce data

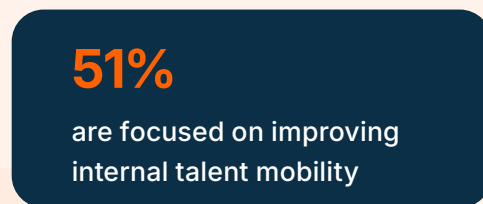
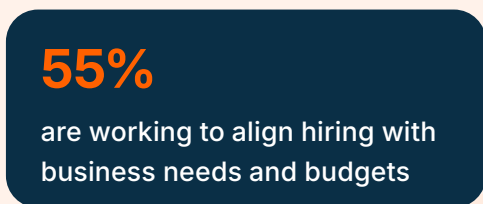
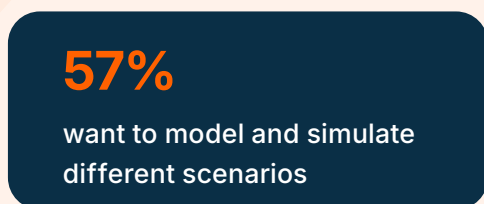


27% rely on IT just to access planning data

Your planners should be shaping strategy — not chasing spreadsheets.

Coordination aligns teams. Orchestration moves them ahead.

Leaders want to make more informed, dynamic decisions about workforce mix — balancing employees, contractors, and increasingly, AI-driven capabilities.



The shift is from reactive management to proactive orchestration.

The AI race

Momentum to modernize is building. Workforce leaders view AI as practical enabler of:

- 01** **57%** Automation
- 02** **56%** Predictive modeling
- 03** **52%** Faster scenario modeling



By delivering speed and clarity, AI makes ambitious workforce goals a reality.



Workforce planning is becoming a competitive differentiator

Organizations that align workforce, cost, and strategy:

- Decide faster
- Adapt more quickly
- Execute with confidence

Workforce planning drives measurable, bottom-line performance.

Anaplan changes what's possible

Anaplan enables a smarter approach to workforce planning by bringing together your people, cost, and strategy in one environment. This allows you to:



Model complex scenarios: Compare growth strategies, location selections, hiring freezes, reorgs, or new product lines in minutes, not weeks



Visualize future workforce structures: Build interactive org charts to model and flag gaps before committing to changes



Forecast attrition and align recruiting: Analyze trends by location, tenure, and job category for more accurate hiring forecasts



Connect plans to execution: Align budgets across the entire plan-to-hire process

The result is continuous, aligned workforce planning that drives business outcomes.

Discover how to develop your workforce planning for strategic advantage.

Explore the full research report →

About Anaplan

Anaplan is the only AI-driven 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.

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