



## Workforce Planning Buyers Guide 2025

ISG Research defines workforce planning software as that which includes the modeling of hiring, transfers and retention, and skills capacity by location, ramp time and workforce costs. When integrated with overall business planning, workforce planning gives managers and HR professionals greater flexibility and control.

### Analysis Summary

Our analysis classified Anaplan as Exemplary, receiving an overall grade of A- with an 83.5% performance. Anaplan's best results came in Customer Experience with an A grade and in Product Experience, Anaplan received an A-. Anaplan was designated a Leader in all categories.

### Strengths

Anaplan showed the most strength in Customer Experience, including the quality of its documentation that summarizes strategic value and assists buyers in building a business case. In Product Experience, particularly in Capability, Anaplan demonstrated solid performance through its strong support for analysts and planners and advanced planning techniques.

Workforce Planning		
Anaplan		
Exemplary Provider		
Category	Performance	Grade
Overall	Leader 83.5%	A-
Product	Leader 82.2%	A-
Capability	Leader 85.4%	A-
Platform	Leader 79.8%	B++
Customer	Leader 88.3%	A

Source: ISG Research  
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### Matthew Brown – Director of Research, Human Capital Management

“Anaplan’s leadership in workforce planning reflects its ability to bring together HR, finance and operations into a single, dynamic planning environment. This integration enables organizations to anticipate workforce needs and align talent strategies with budget and business objectives. Its strength in multidimensional modeling and advanced planning tools empowers planners to explore scenarios interactively and make faster, smarter decisions.”



ISG Software Research and Advisory provides market research and coverage of the technology industry, informing enterprises, software and service providers, and investment firms. The ISG Buyers Guides provide insight on software categories and providers that can be used in the RFI/RFP process to assess, evaluate and select software providers.