Strategic Workforce Planning

A STEP BY STEP APPROACH

Current State Analysis

Baseline employee data. Understand current capacity and capability, and identify areas of challenge.

Strategic Analysis

The starting point is to understand the context the business is operating within, plus having clarity on future strategic direction.





demand forecast. The gaps highlight critical risks to be addressed.

Gap Analysis

Identify gaps between

current supply and the



Review & Refine

Monitor to gauge progress, capture benefits and identify changes to assumptions made. Mitigate risks that materialise.

Future State Needs

Segment the workforce to identify the capabilities critical to strategy execution. Use scenario planning to create alternative views of the future.

Action Planning

Focus on the decisions with the most impact. Consider options for building, buying or borrowing the critical capabilities required.

