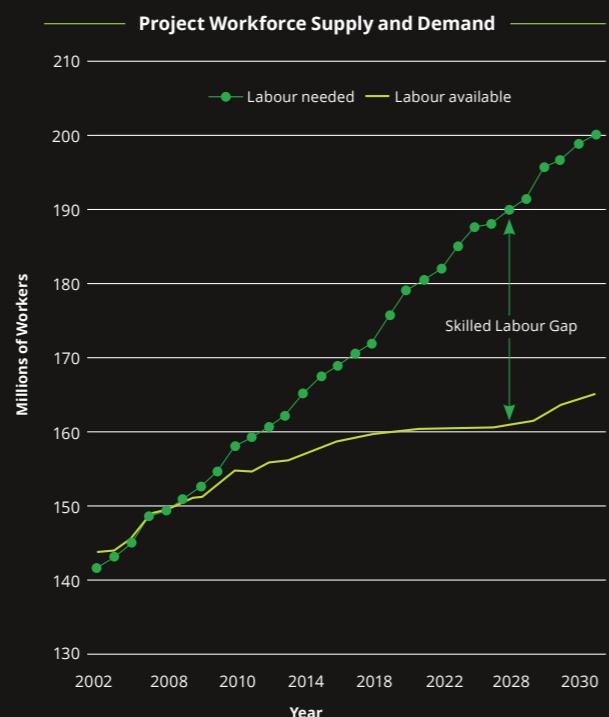


## Planning tomorrow's workforce today

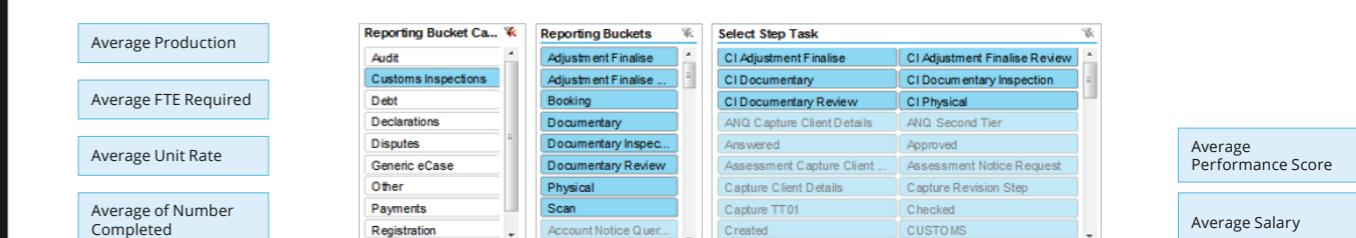
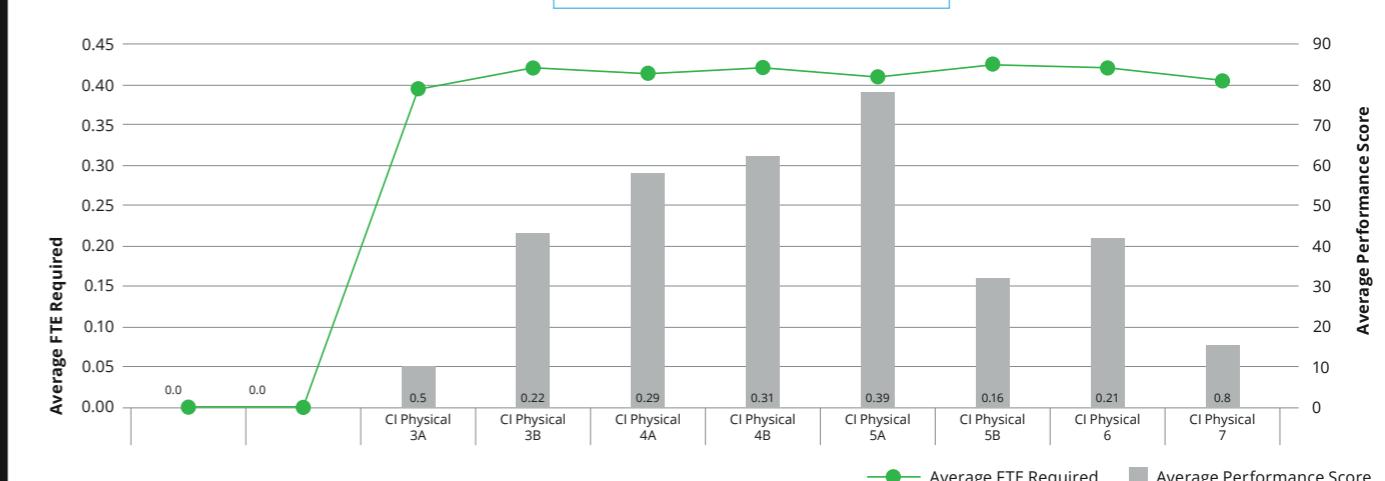
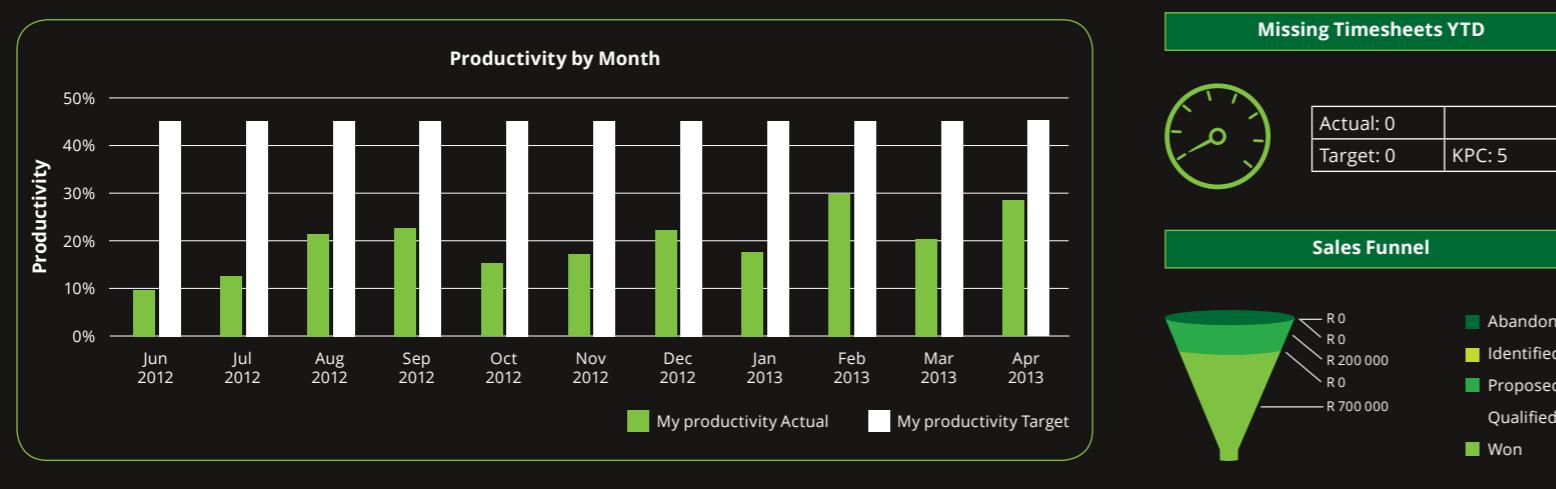
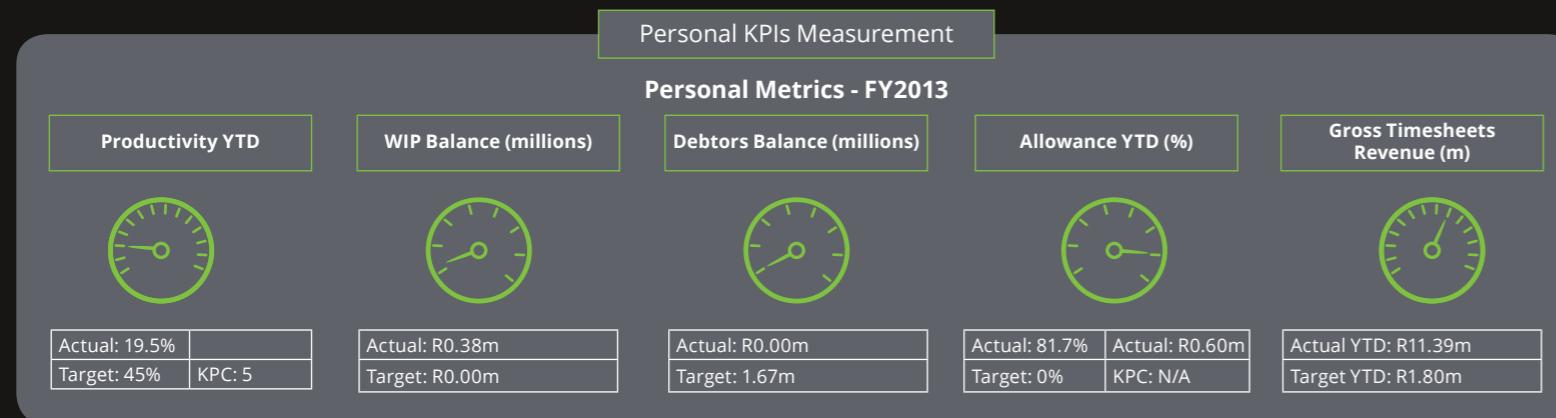
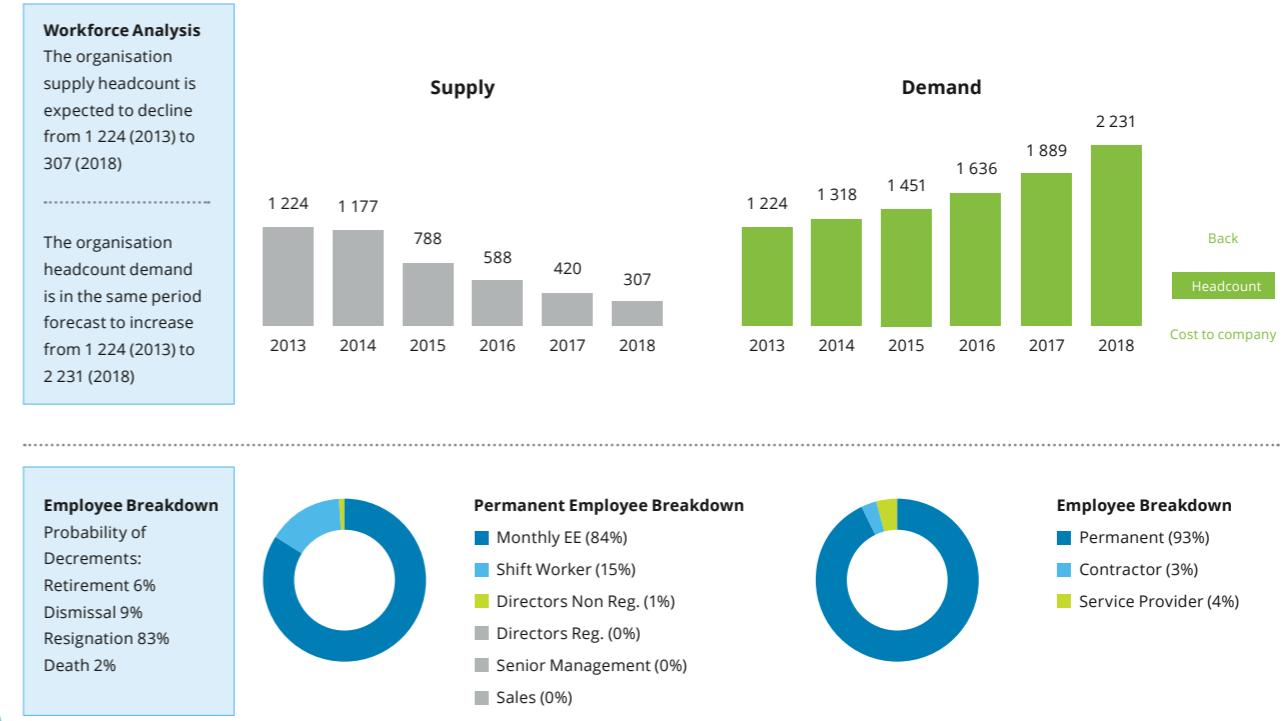
While this topic has rarely gained the same level of attention as financial budgeting and forecasting, effective workforce planning is a key component of strategic management in any organisation. **It is about making sure that you have the right team in place at the right time to take you forward.**

An effective strategic workforce planning solution includes robust analytics, forecasting and modelling capabilities. This yields targeted solutions and strategies linked to the organisation vision, current and future talent supply and demand, workforce roles and competencies within an organisation.

More specifically effective SWP can provide organisations/companies with visibility into their current workforce (the supply) and how the composition of this workforce is expected to change over time as a result of workforce dynamics relating to employees joining, moving within the organisation and leaving. SWP also gives insight into the future workforce needs, based on predictions of future workload and workforce requirements (demand) to achieve the organisations vision.



- Increasing Need for**
  - Proactive identification of upcoming talent gaps on granular planning
  - Talent strategies that are aligned with projected gaps in recruiting, career management and succession planning
  - Workforce analytics to evaluate internal and external workforce trends, associated risks, and business impact
  - Targeted strategic workforce planning using contingent labour and other flexible workforce
  - Organisations that are proficient in workforce planning to provide insights for improved business decision-making



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