

THE AI FUTURE:

*A STRATEGIC GUIDE TO AI
IN WORKFORCE PLANNING*



The next frontier in *Workforce Planning* is here....

Redesigning our business processes requires both planning for AI by establishing the critical data governance, infrastructure, and workforce readiness, and planning with AI, leveraging predictive capabilities to continuously automate, optimize, and scale our core operations.

As AI accelerates automation and changes the skills landscape, organizations must anticipate, measure and react to the structural shifts in workforce economics. The resulting transformation will demand equally robust planning capabilities to support the accelerating pace of change.

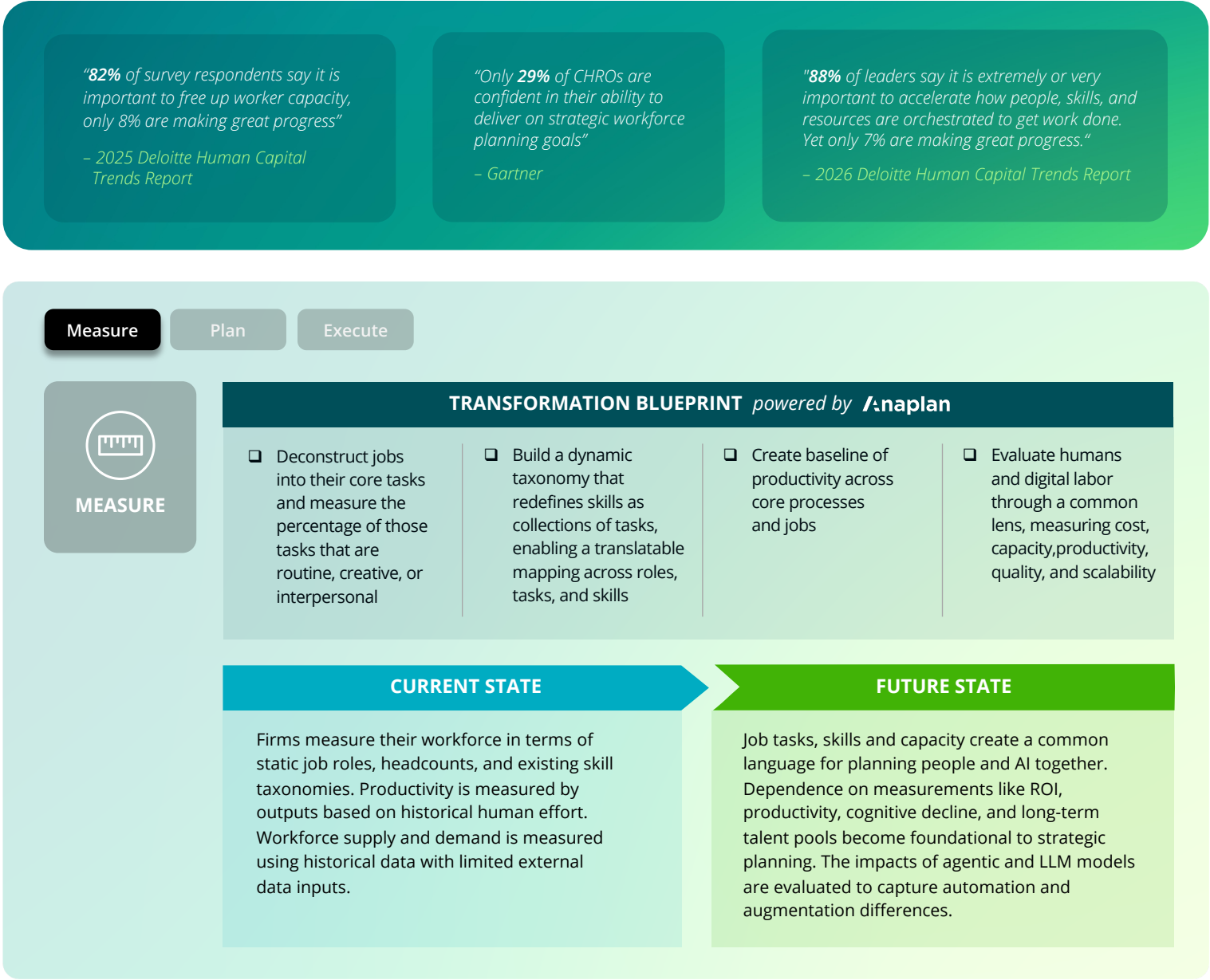
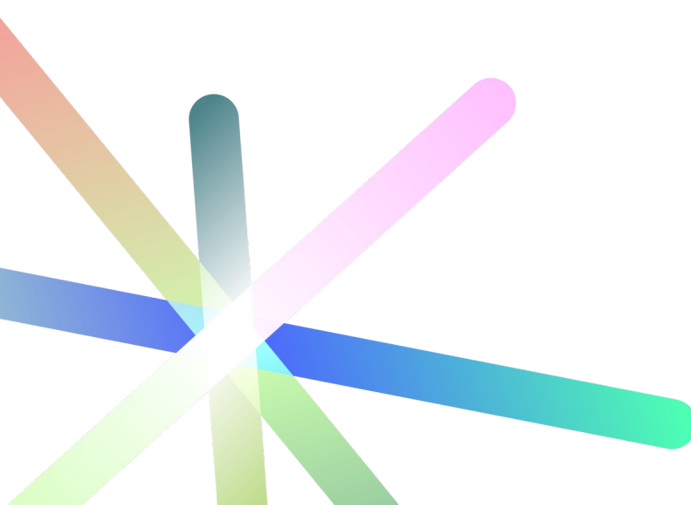
Being able to accurately assess your workforce against the impact of AI will become unmitigated superpower, creating competitive advantages and positioning organizations to successfully navigate the transfer of skills from humans to technology.



Future workforce planning hinges on two insights:

Talent capabilities and AI's impact

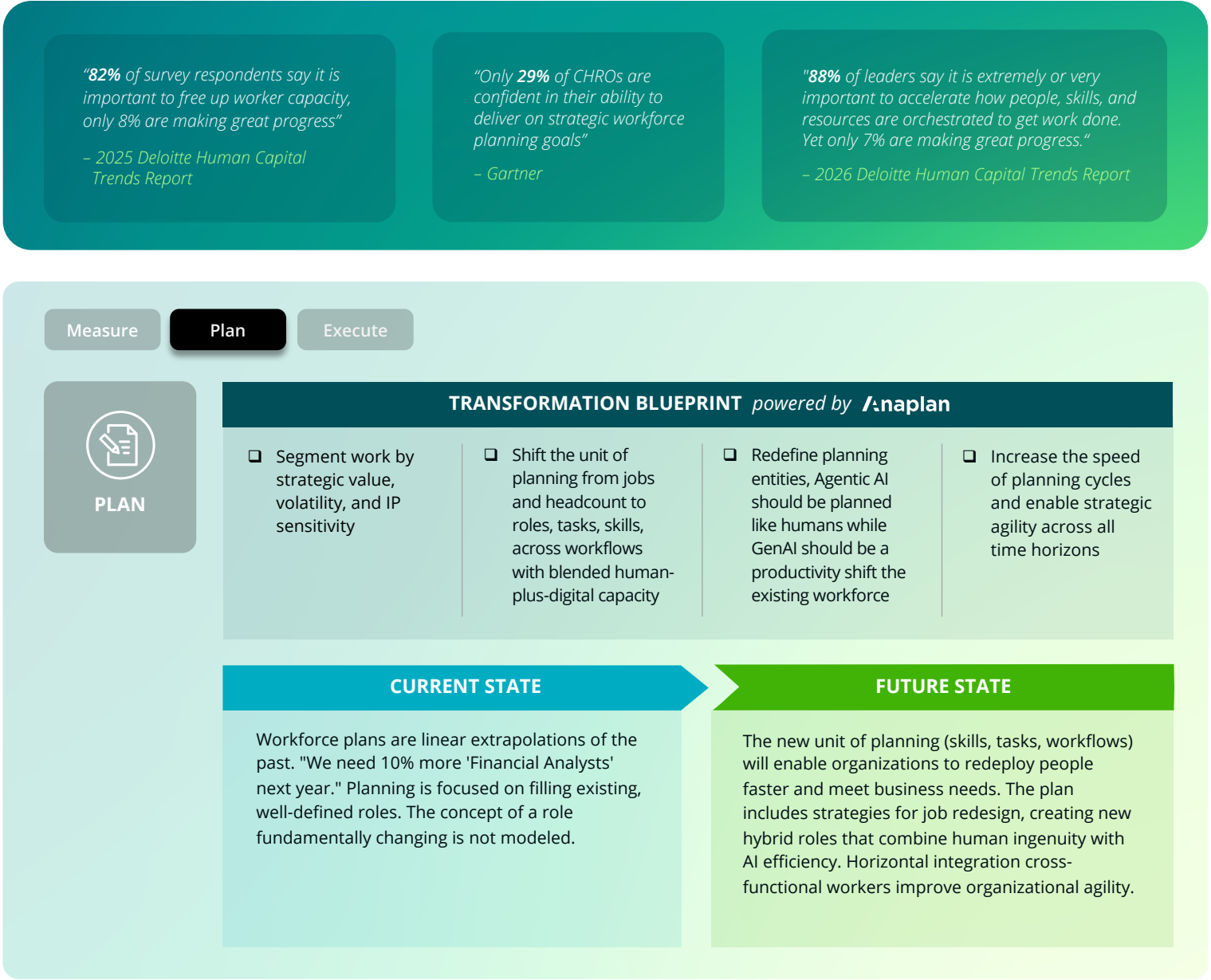
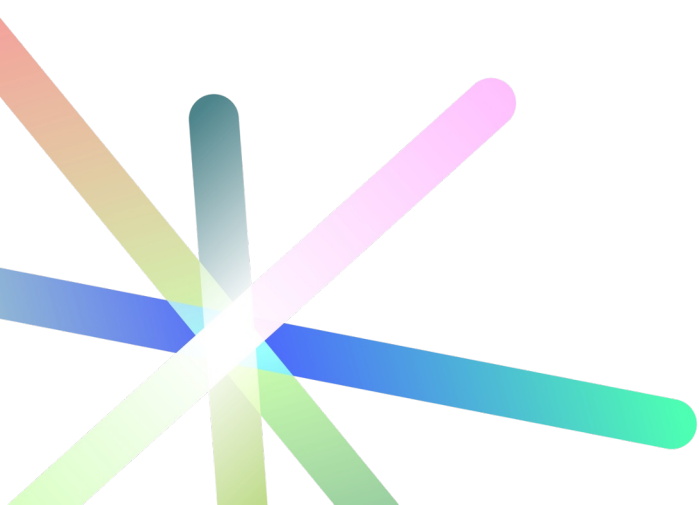
With uncertainty becoming the new reality, organizational success will depend heavily on their ability to modernize their WFP planning processes and adapt to the evolving impact of AI



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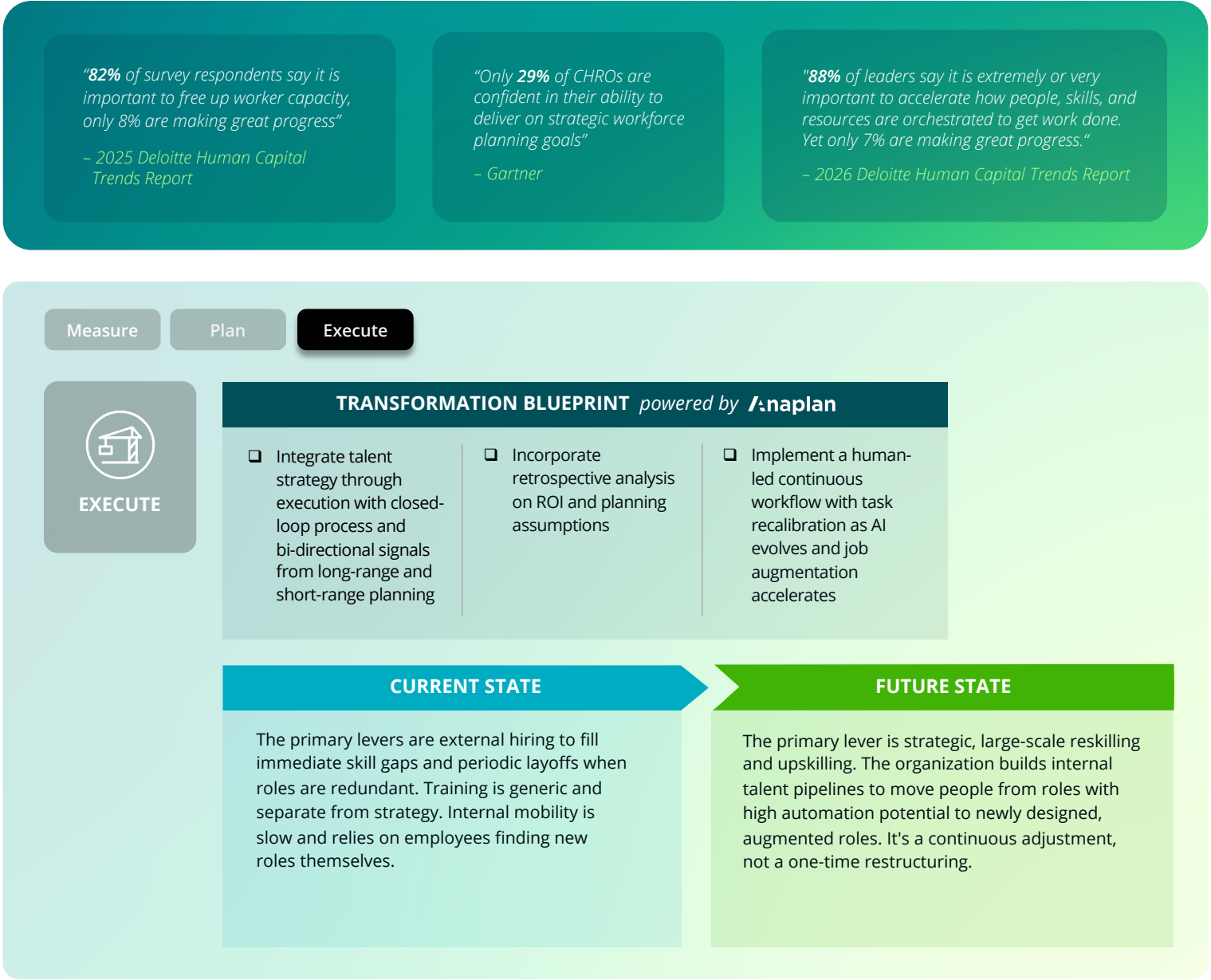
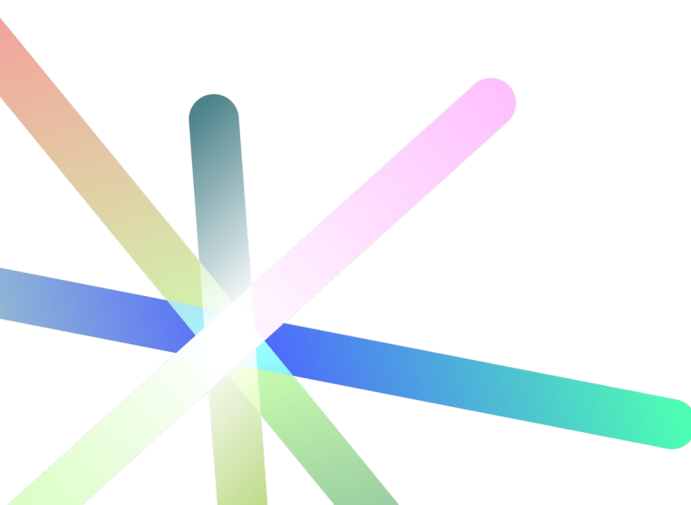
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Designing the Future-Ready, Strategic Workforce Planning Process

A future-ready WFP process continuously *measures* workforce reality, *plans* against it at every horizon, and *executes* through empowered leaders, enabled by data and human judgment.



Measure



Strategic Talent Planning

3-5 year horizon | Sets the strategy and disruption signal | Change impact: High

- Scenario model for AI impact, 4B strategies and demand/supply drivers
- Custom Demand calcs bake in AI's impact on roles
- Blends internal data with market benchmarks
- Gap-closing costs flow into Headcount Expense Planning

CURRENT STATE

Multi-year demand & supply planning by role, job family, cost, and location. Often annual, leadership-driven, and scenario-based.

AI-ENABLED FUTURE STATE

AI-impact planning by roles, tasks and skills. STP becomes a strategic simulation capability: model GenAI vs. agentic AI impacts, adoption curves, cognitive debt, future career paths, and the shifts from traditional human-only pyramid-shaped workforces.



Inputs

Corporate Strategy, Workforce taxonomy (roles, tasks, skills), demand assumptions, supply assumptions, Workforce data (cost, headcount, etc.)



Outputs

4B data (RIF implications, augmented roles, hiring needs), STP KPIs

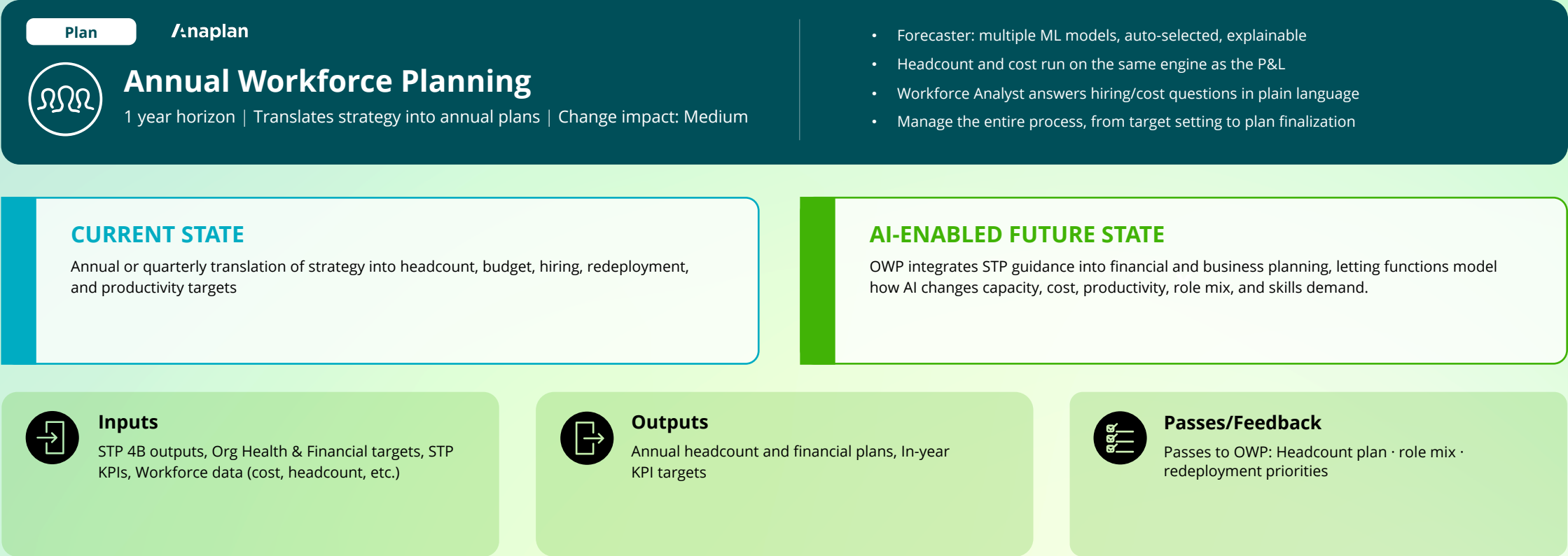


Passes/Feedback

Passes to AWP: Skills taxonomy · Disruption signals · Workforce shape targets · AI adoption assumptions

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Execute

Anaplan



Operational Workforce Planning

Within cycle | Deploys capacity against plan | Change impact: Medium

- Data Orchestrator automates HCM/ERP pulls
- Bi-directional signals from in-year strategies
- Flexible taxonomy integration of tasks and skills
- Position-level costing, top-down vs. bottom-up reconciliation

CURRENT STATE

Near-term staffing and deployment: matching people to work based on availability, demand, cost, and sometimes skills.

AI-ENABLED FUTURE STATE

Skill-based fulfillment and orchestration. RWP moves toward matching human skills, AI capabilities, and work demand in real time; it informs talent acquisition, learning, redeployment, and reskilling decisions.



Inputs

Skills profiles, work demand signals, availability data, headcount plans, Workforce data (cost, headcount, etc.)



Outputs

Staffing decisions, redeployment plans, hiring & reskilling triggers

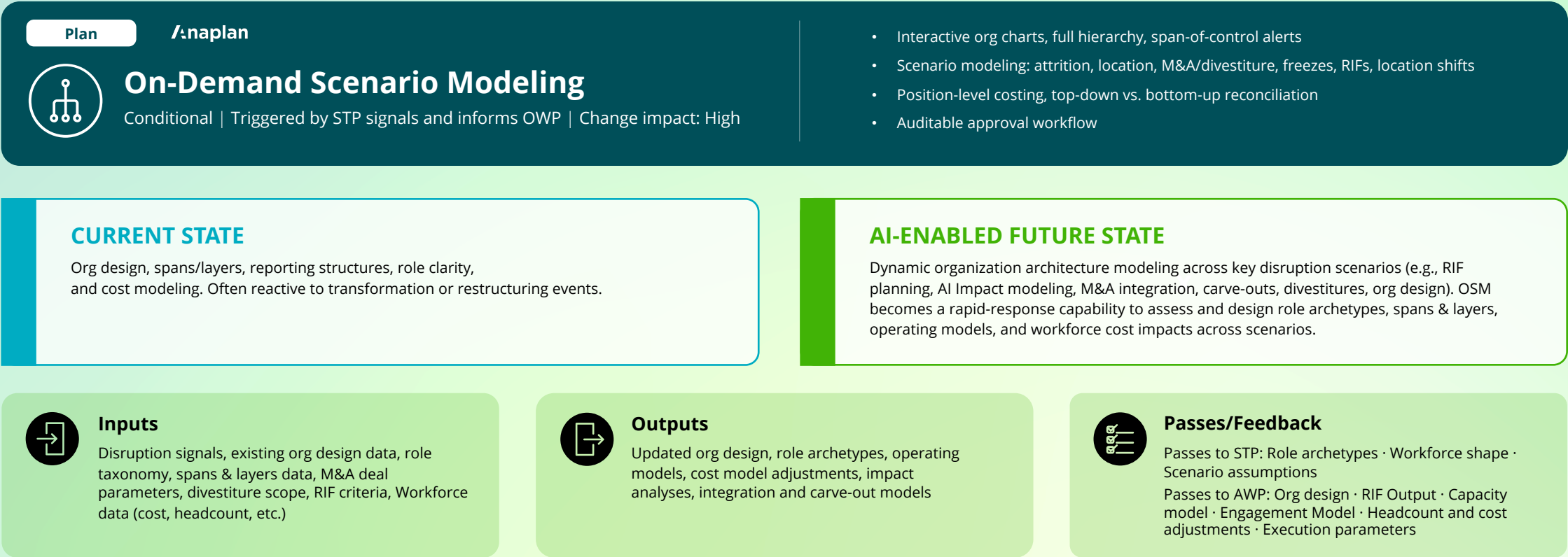


Passes/Feedback

Receives from AWP: Headcount plan · role mix · redeployment priorities

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People at the Center of Workforce Planning

A cross-functional effort to plan for and with AI, aligning strategy, people and resources to drive business outcomes

Who's Involved	BUSINESS LEADERS <i>Own outcomes, shape demand</i>	HR/PEOPLE <i>Design people strategies and capabilities</i>	FINANCE <i>Analyze financial impacts of</i>	STRATEGY/ TRANSFORMATION <i>Define direction, drive change</i>	DATA & ANALYTICS <i>Deliver insights and measurements</i>	IT/TECHNOLOGY <i>Enable the platform and AI solutions</i>
How AI Impacts Them	• Changes the skills and capacity needed to deliver on corporate strategy • Redefines how work gets done and by whom • Creates opportunity to increase productivity, quality, and speed	• Shift the skills landscape and career pathways • Requires reskilling, upskilling, and role redesign • Demands a more agile, data-informed people strategy	• Alters cost structure and workforce mix • Impacts productivity, ROI, and value creation • Requires new ways to model and allocate investments	• Accelerates business model and operating model change • Redefines capabilities that create competitive advantage • Requires continuous scenario planning	• Expands data needs (skills, tasks, productivity, AI adoption) • Increases demand for predictive and scenario insights • Requires trusted, integrated data and governance	• Drives adoption of AI tools and platforms • Requires scalable, secure, and integrated technology • Enables automation and data-driven decision making
How Planning With AI Changes Their Work	Anticipate demand, evaluate scenarios, and align talent to business priorities	Identify skill gaps, model workforce transitions, and prioritize reskilling investments in real time	Reforecast headcount economics, model productivity gains, and size investment trade-offs	Run capability scenarios, surface change readiness signals, and sharpen transformation priorities	Deliver real-time insights, predictive analytics, and impact measurement	Accelerate platform decisions, evaluate build-vs-buy options, and map AI adoption
How Planning For AI Changes Their Work	Define AI ambition, align the organization around priority use cases, and govern responsible deployment	Understand skill shifts, building capability pipelines, and designing future-ready roles	Model workforce scenarios, assess ROI, and optimize spend across people and technology	Stress-test strategies, identifying capability gaps, and shaping transformation roadmaps	Architect the data foundations, workforce signals, and measurement frameworks AI depends on	Build the infrastructure, tools, and guardrails to scale AI securely
Where They Fit	Plan Own demands signal and align talent to strategy	Plan + Execute Design the response and deliver it	Plan + Measure Quantify workforce economics and ROI	Plan Scenario-test and shape the direction	Measure Generate the insights that feed decisions	Execute Build and scale the platforms that make it real
How Anaplan enables an AI ready future	Connect strategy to workforce scenarios, comparing cost and capability tradeoffs before committing to a decision.	Model skills, org design, and reskilling paths via Strategic and Operational Workforce Planning, with org charts that double as a live workforce twin.	Tie headcount and cost to the P&L in real time through Headcount Expense Planning, keeping ROI and workforce economics reconciled.	Stand up capability and operating-model scenarios in minutes with AI, no lengthy build cycle required.	Automate data pipelines and forecasting via Data Orchestrator and Forecaster, delivering explainable, ML-driven insights.	Deploy governed AI agents on Polaris, a scalable, secure engine built for enterprise AI adoption.

Every function plays a critical role in workforce planning and understanding the impact of AI; effective cross-functional collaboration will enable smarter, faster decision making.

The Journey to Future-Ready Workforce Planning through Anaplan | 3-Year Roadmap

Organizations can identify where along the WFP maturity model they are today and determine the sequencing and investments needed to advance toward always-on, AI-enabled workforce planning.

AI-enabled workforce planning maturity is not a linear “all-or-nothing” journey. Start creating the foundation now and building repeatable planning muscles over time to drive exponential results in the coming years. Organizations that move early will be better positioned to reduce cost, protect critical skills, and respond faster to accelerating AI-driven change.



Cross-cutting enablers throughout: Data & Technology • Governance & Process • Change & Capability • Leadership & Culture



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