

FROM RISK TO REWARD.

Shrink Talent Gaps, Reduce Controllable Turnover, and Maximize ROI with Top-Tier Workforce Planning

In [July's newsletter](#), we began exploring **the key strategic benefits of a top-tier Strategic Workforce Planning Program**. We kicked it off with Business Case #1: focusing on how great workforce planning delivers short-term and long-term competitive advantage.

In the immediate future, predictive modeling equips organizations with a clear view of role and skill gaps, strengthening their competitive advantage by empowering them to make smarter, more strategic hiring and development decisions.

Great predictive planning doesn't only deliver short-term, but also a lasting competitive advantage. In the long-term, scenario planning identifies emerging skills and roles, allowing organizations to prepare for tomorrow's workforce needs.

Key Benefits of a Top-Tier Strategic Workforce Planning Program

GREAT WORKFORCE PLANNING...

1. Delivers short-term and long-term competitive advantage
2. **Manages talent risk**
3. Drives increased profits
4. Is essential to delivering world-class HR
5. Enhances your employee brand

Great workforce planning is here to ensure your organization is ready to lead the market. In this month's issue, let's dive next into **Business Case #2**, showcasing how a top-tier strategic plan includes managing talent risk.

Excited to learn about Business Cases #3-5? Stick with us—our upcoming newsletters will continue to explore the other benefits organizations access with a top-tier strategic workforce planning program.

BUSINESS CASE #2: Great Workforce Planning Includes Talent Risk Management

Welcome to where analytics and strategy intersect. This is where science meets art in workforce planning.

LOOKING BEYOND THE NUMBERS

Through a qualitative lens, great workforce planning includes **segmentation**.

SEGMENTATION = A process whereby leaders periodically evaluate the roles and skills that are most critical to driving competitive advantage.

While every role is valuable, certain roles deliver an *outsized strategic advantage*. Although investment in leadership development is typically prioritized, **segmentation** is invaluable for identifying individual contributor roles that are equally essential to organizational performance.

LOOKING AT THE NUMBERS

From a quantitative perspective, great workforce planning requires a Predictive Modeling Ecosystem.

To learn more about Vemo's Predictive Modeling Ecosystem, check out our [February newsletter](#) on how to Build-Buy-Borrow Better!

A [Predictive Modeling Ecosystem](#) provides your organization with:

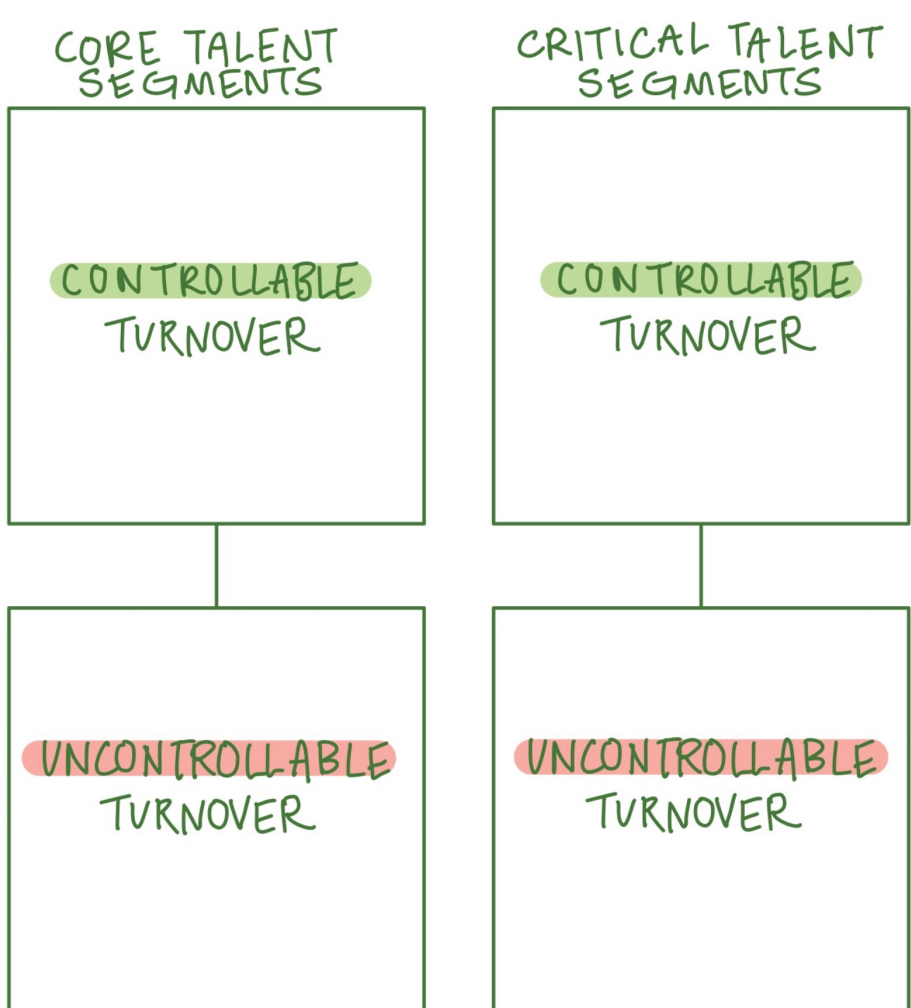
- High-quality predictions of employee turnover and mobility
- Workforce mix and yield rates of internal talent development

Each of these talent flows is important. However, let's consider a **single example: turnover**.

Turnover is partially a function of the industry you operate in. But a significant share is driven by organizational factors—well within your control. The **Predictive Modeling Ecosystem** automatically identifies forecast outcomes and turnover drivers. By understanding turnover drivers, you can run a **counterfactual analysis** to evaluate how modifications impact turnover outcomes—revealing which drivers you can control and which are beyond your reach.

CONTROLLING TURNOVER

Let's weigh the qualitative against the quantitative:



Let's set the record straight—**controlling all turnover is simply not possible**. Data science allows us to test counterfactuals, helping identify which elements of turnover are within our control. Even then, addressing every controllable factor is often too costly to be practical.

However, when it comes to controllable turnover & critical talent, **targeted mitigation consistently yields a high ROI**. Strategic workforce planning can diagnose your talent gaps and provide enough lead time to close those gaps effectively. World-class workforce planning can also help you **change** those gaps, by identifying where critical talent turnover can be avoided.

The **bottom line**: when **Talent Risk Management** is part of your Workforce Planning Business Case, **the ROI speaks for itself**.

The Payoff: Why This Program is Worth It

In **Business Case #1**, we proved that great workforce planning builds competitive advantage by uncovering both short- and long-term talent gaps early—and giving you the lead time to solve them.

However, the same program can pinpoint the portion of controllable turnover that can be avoided, helping to shrink critical talent gaps. No matter how you calculate it—acquiring, onboarding, and ramping up critical talent to full productivity is costly—especially compared with the savings from selective hiring avoidance, where counterfactual analysis identifies the smartest retention opportunities. In fact, the cost savings from retention always outweigh the investment in your workforce planning program. **The Return on Investment?** This program pays for itself while delivering a competitive advantage—and **that's a win you can't ignore**.

Book A Demo!

"We'd like to thank Vemo for their support. Their expertise and steady guidance was instrumental in helping our team realize our broader strategic goals and cross the finish line."

- Energy and Utilities Leader



ABOUT US

Vemo combines powerful software with expert consulting to help clients tackle the unique challenges of workforce planning, workforce analytics, and resource management. [Continue Reading.](#)



3525 Del Mar Heights Road #663
San Diego, CA 92130

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