SEPTEMBER // 2025

FROM FORECASTS TO PROFITS.

Predict, Plan, Profit: Cutting Costs and Driving Revenue

In **August's newsletter**, we continued exploring the key strategic benefits of a top-tier Strategic Workforce Planning Program. We focused on **Business Case #2**–showcasing how a top-tier strategic plan includes managing talent risk.

Great workforce planning blends **qualitative insights** with **quantitative analysis**:

- **Segmentation** to identify roles that deliver outsized strategic value.
- **Predictive modeling** to forecast turnover, mobility, and development.
- **Counterfactual analysis** to target the highest-ROI retention strategies.

Key Takeaway: While not all turnover can be prevented, mitigating controllable turnover in critical roles reduces costly hiring and ramp-up time. The result: *a program that pays for itself while strengthening competitive advantage*.

Up this month: Business Case #3 – How *strategic planning* drives increased profits.

– RECOGNITION SPOTLIGHT –

Vemo is **proud to be recognized in the Gartner ® Hype Cycle™ for HR Technology, 2025**—named a Sample Vendor in both Workforce Planning and Talent Analytics technologies for the **third consecutive year**.

- Gartner, Hype Cycle for HR Technology, 2025, By Ranadip Chandra, 17 June 2025.
- Gartner, Hype Cycle for Talent Management Technology, 2025, By Laura Gardiner, 25 June 2025.
- Gartner, Hype Cycle for Workforce Transformation, 2025, By Emily Rose McRae, Tori Paulman, 31 July 2025.

At **Gartner® HR Symposium/XPO™,** we'll be presenting on **AI-Driven Workforce Planning**–showcasing how AI-powered planning speeds up decisions, sharpens forecasts, and spots risks before they disrupt. By combining predictive modeling with GenAI, organizations can build plans Finance trusts, HR acts on, and leaders use with confidence. The result: clearer choices, less wasted effort, real ROI.

Planning to attend? **Follow this link** to add our workforce planning session to your agenda!

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 #3**, detailing how a top-tier strategic plan drives increased profits.

Excited to learn about Business Cases #4-5? 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 #3: Great Workforce Planning Delivers Increased Profits

Great predictive modeling delivers increased profits by simultaneously:

1. Increasing revenue opportunity
2. Reducing talent costs not aligned with business strategy

FORECAST ACCURACY REDUCES UNNECESSARY TALENT COSTS

Let's lay it out straight: **bad forecasts are costly.**

With traditional bottom-up planning, your enterprise *cannot* properly predict:

- Demand for specific job roles and skills
- Attrition for specific job roles
- Mobility for specific job roles

For an illustrative company with 10,000 employees, a traditional bottom-up planning program will typically lead to 300 employees off target.

What does this mean if this is your business?
You just made 300 hiring decisions that did not support your business direction. That adds up to:

- $30 million in labor costs
- Not to mention–additional costs from:
  - Missed revenue opportunities
  - Hiring third parties to urgently close capability gaps

How does Vemo's predictive modeling ecosystem solve this?

By improving forecast accuracy by 75% compared to traditional bottom-up forecasts.

What does this mean if this is your business?
You avoided making 225 unnecessary hires.
Congratulations! You saved:

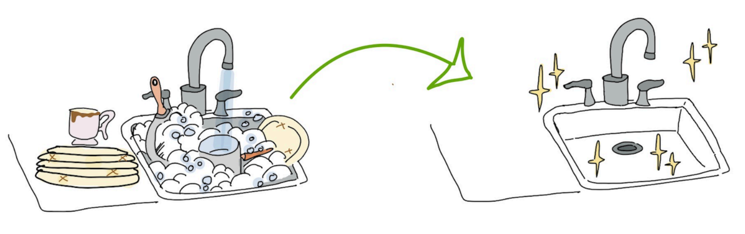
- $22 million savings in labor costs
- Additional savings can be shifted to additional critical talent investments

The result? Not only did you avoid unnecessary talent costs–but additional savings make revenue goals easier to achieve.

AGILE SCENARIO PLANNING DRIVES MORE REVENUE

Vemo's predictive model **doesn't just decrease costs–it increases revenue at the same time**.

A traditional bottom-up planning program relies on heavy, upfront data entry–causing plans to lag behind. Without a streamlined plan, workforce planning becomes an oft disregarded chore. By not planning frequently enough, your workforce plan fails to align with important market changes and shifts in revenue opportunities.



without vemo with vemo

In short–without a strong predictive foundation, your workforce plan cannot be strategically aligned with your business strategies.

How could this take shape in your business?

Let's say your enterprise needs to make 500 critical hires, each of which will produce an average of $500,000 in revenue. A lagging workforce plan will produce at minimum a **3-month delay**–that could mean up to $62.5 million in lost and or delayed revenue.

Why Vemo's predictive model does it better:

- Agents build and run what-if scenarios in hours
- Embedded labor-market intelligence enables realistic, opportunistic and achievable hiring plans

In short, Vemo's predictive model is always on and always current, so that your planners can engage in continuous planning at minimal effort. Planners can explore AI-generated plans, planning as often as needed so that workforce planning is aligned with business planning decisions. **With our predictive model**, planners and leaders are able to make optimal talent decisions, streamline hiring plans, and reduce costs through additional revenue capture.

Book A Demo!

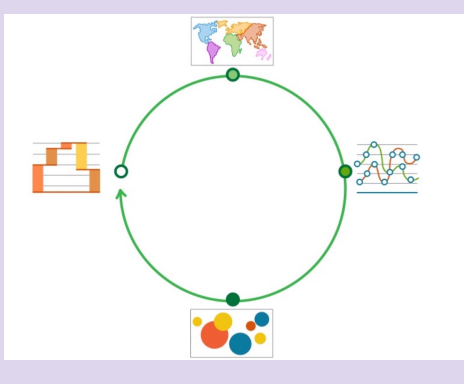
"We'd like to thank Vemo for their support. Their expertise and steady guidance was instrumental in helping our team realize our broader strategic goals and cross the finish line."

- Energy and Utilities Leader

↑ revenue + ↓ cost = ↑ profit

When workforce planning is powered by accurate forecasts and agile scenario modeling, it stops being a cumbersome task and becomes a true profit generator. The ROI is clear: fewer costly misaligned hires that drive up talent costs combined with faster access to critical talent means more profit captured. With Vemo's program, great workforce planning doesn't just support investment strategies–it **ensures them**.

Next up in our series: **Business Case #4–Why workforce planning is essential to delivering world-class HR**. Stay tuned!



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