

HR THAT DRIUES RESULTS

Predictive Workforce Planning That Strengthens Strategy, Mitigates Risk, and Realizes Cost Savings

In <u>September's newsletter</u>, we continued exploring the key strategic benefits of a top-tier Strategic Workforce Planning Program. We focused on Business Case #3-explaining how strategic planning drives increased profits.

Great Workforce Planning = Greater Profits. Accurate, predictive workforce planning drives profit by both:

1. Reducing unnecessary talent costs and

2. Capturing more revenue opportunities

Traditional bottom-up planning often leads to costly misaligned hires-Vemo's predictive modeling improves forecast accuracy by 75%. At the same time, agile scenario planning helps companies hire faster and stay aligned with shifting market needs—preventing lost revenue from delayed hiring. **The result:** better forecasts + faster planning = higher profits.

Up this month: Business Case #4 - How strategic workforce planning

mitigates risk through world-class HR.

- 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

- RECOGNITION SPOTLIGHT -

Gartner, Hype Cycle for Workforce Transformation, 2025, By Emily Rose McRae, Tori Paulman, 31 July 2025.

At Gartner® HR Symposium/XPOTM, we'll be presenting on Al-Driven Workforce Planning—showcasing how Al-powered planning speeds up decisions, sharpens forecasts, and spots risks before they disrupt. By combining predictive modeling with GenAl, 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!

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GREAT WORKFORCE PLANNING... 1. Delivers short-term and long-term competitive advantage

Key Benefits of a Top-Tier Strategic Workforce Planning Program

- 2. Manages talent risk

World-Class HR

- 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 #4, detailing how a top-tier strategic plan is essential to delivering world-class HR. Excited to learn about Business Case #5? Stick with us-our next newsletter will wrap up our series on the key benefits organizations access with a top-tier strategic workforce planning program.

Let's put this into perspective for your organization. Workforce planning IS the program that delivers enterprise agility, providing your HR

BUSINESS CASE #4: Great Workforce Planning Delivers

talent knowledge. THE CHALLENGE OF TRADITIONAL BOTTOM-UP PLANNING

organization the strategic credibility to drive business success through

improve forecasts, and uncover talent risks before they disrupt business.

With a traditional planning model, your plans:

Planning shouldn't slow your business down. It should speed up decisions,

Are not agile

- Have low credibility

For an illustrative company with 10,000 employees, a traditional bottom-up planning program will cause planning cycles to be very labor-intensive. With

Here's how it could play out inside your organization:

planners and stakeholders spending more than twice the amount of time on planning-progress slows and strategic decisions are delayed.

TRADITIONAL PLANNING MODEL: PLANNERS & STAKEHOLDERS 200

AVERAGE HRS/CONTRIBUTOR	40
\$ ON PLAN	\$640,000
Plans are:	

• Often outdated by the time the plans are ready to be put into action

This organization is now: • *Unprepared* for the volatile economic environment

influencing business strategy with talent knowledge.

• Labor-intensive, often requiring 8-12 weeks

• Unable to be agile and resilient

WHAT DOES THIS MEAN IF THIS IS YOUR BUSINESS?

THE PROGRAM PAYS FOR ITSELF (WHILE MITIGATING RISK) How do we mitigate this risk? Through a strategic workforce planning

This delay in planning cycles prevents your organization from effectively

credibility and enhance the organization's enterprise agility. **Vemo's predictive modeling ecosystem:**

Handles cumbersome implementation and data prep for you–removing

program powered by AI and machine learning, HR can improve its strategic

intensive manual effort • Reduces planning cycles to 2-4 weeks

PREDICTIVE PLANNING MODELS PLANNERS & STAKEHOLDERS

AVERAGE HRS/CONTRIBUTOR

\$ ON PLAN For this same illustrative company, a predictive modeling ecosystem delivers a clear return on investment: • 60% reduction in manual labor and planning cycle time • \$390,000 cost savings on planning efforts while improving business results

HR Drives Business Results With a traditional planning model, plans are often too cumbersome and outdated to align with market shifts and revenue opportunities.

Vemo's predictive model solves this problem by:

• Mitigating implementation risk – We serve as an expert partner to ensure a successful workforce planning program. • Addressing workforce planning skill gaps – Our predictive

• Overcoming internal hurdles – We eliminate the top barrier to advancing HR tech purchases by delivering a seamless process from requirements to implementation to results.

act upon forecasts rather than struggle to assemble them.

modeling ecosystem automatically curates the data acquisition,

data cleansing and forecasting process- allowing your resources to

With improved planning cycles, there are clearer choices, less wasted effort, and real ROI. The bottom line: the program pays for itself. **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

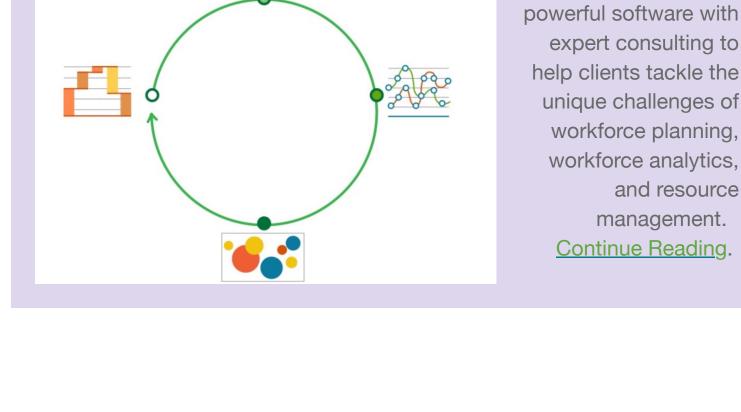
cross the finish line." - Energy and Utilities Leader

Ready to secure the future of your success? Use the button above to book a demo. Or, if you are not yet ready for a demo but would like to get organized for your future strategic workforce planning efforts, use the same link to schedule time with our experts so we can assist you:

enhances your employee brand. Let's finish this conversation together!

• Build your business case with clear ROI targets • Conduct a strategic risk assessment Next up in our series: Business Case #5-How great workforce planning

ABOUT US Vemo combines



workforce planning, workforce analytics, and resource management. Continue Reading.

expert consulting to

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