

NOW WHAT?

You've Been Tasked With Strategic Workforce Planning – What Does Shared Success Look Like?

A Quick Recap – What Happened In January?

In [January's Newsletter](#), we primed you for the upcoming series of our [Strategic Workforce Newsletter](#) with a recap of a recent episode on the [Directionally Correct](#) podcast's HR Tech Voices series. Dropped [January 26th](#), Vemo's CEO, Peter Louch, joined host, Cole Napper, to share his formula for successful strategic workforce planning and discuss strategies for moving with changes in the market and workforce.

Preparing For The Now What

We all agree that workforce planning is essential. But can we all agree on a shared definition of successful strategic workforce planning?

The workforce is transforming. Executives are asking different questions. AI and market changes are introducing new objectives.

ORGANIZATIONS ARE ALL EXPERIENCING:

1. An unprecedented volume of workforce planning requests from executives
2. Gridlocked workforce planning teams, unable to move from the discussion stage to execution
3. Transformation of the nature of work through AI
4. Multidisciplinary teams that are unfamiliar with working together are being patched together to deliver workforce planning

In this upcoming series, we're going to show you how to navigate these trends and successfully prepare for the Now What by:

1. Creating a definition of shared success
2. Strengthening your workforce planning muscles
3. Specifically targeting market changes to keep pace with the competition
4. Building more cohesive, experienced workforce planning teams to achieve planning objectives

We'll start by exploring trend #1 – navigating new workforce requests

Navigating Unprecedented Requests

How it begins: Your executive notices changes in market trends.

Worried about remaining one step ahead of the competition, leadership rapidly assembles multidisciplinary teams to better tap into the potential of the workforce. **The reasoning is clear:** if we can more fully realize the potential of our workforce, we can stay ahead of the competition.

THE PROBLEM WITH KEEPING UP WITH THE COMPETITION

Behind this reaction is a broader shift in belief. Executives are increasingly attempting to build more workforce capability with less workforce.

There is a growing assumption that organizations should be able to:

- Achieve more output with fewer people
- Reskill to meet market changes
- Determine which roles can be automated without harming overall performance and productivity
- Identify where workforce transformation requires increased investment
- Precisely predict which jobs will be the most critical in their industry

Executives are increasingly making statements like:



The belief is clear—but the way of working is not.

Many organizations aspire to be "skills-based," yet few can define what specific problem that shift would actually solve. There is a sense that others are already doing it—creating urgency, but not efficiency or clarity.

Why You Need To Build Your Strength For Workforce Planning (Because Executives Are Asking You To)



Executives are asking:

- Which roles are fundamental to our competitive advantage?
- How do we reskill our workforce to meet market changes?
- Which levers do we pull first?

Without a specific plan in place, money is spent inefficiently and effort is wasted.

WHERE YOU FIT IN

You and your teams are expected to rise to the occasion and solve these high-level challenges. You are expected to know how to facilitate these conversations and translate them into a roadmap.

Workforce planning has changed. It is time to recognize workforce planning will be requested to solve very specific problems.

THE RISK

It is probable that some responses to executive pressure will lead with a broad "theory of everything" for how strategic workforce planning will transform the organization.

But there is less patience for more open-ended planning now. Executives recognize the necessity of workforce planning, but want it to be linked to defined objectives.

Shifting The Narrative: Less "We Need," More "Why Do We Need?"

Two of the most common requests from executives are:

1. "We need to become a skills-based organization."
2. "We need to use more AI."

But the more important question is: "Why?"

- What issue would be solved by skills-based solve?
- What limitations would increased AI remove?

You can't solve the issue by just addressing the symptoms. You need to identify the root problem.

Defining Shared Success

Before you pull the first lever, there needs to be agreement on what success for your organization looks like.

Creating a shared definition of success allows workforce planning to move from reactive to proactive. Executives will continue to ask for ambitious goals. Your job is to ensure that these goals are connected to a clear, specific problem and defined objectives and outcomes.

[Book A Demo!](#)

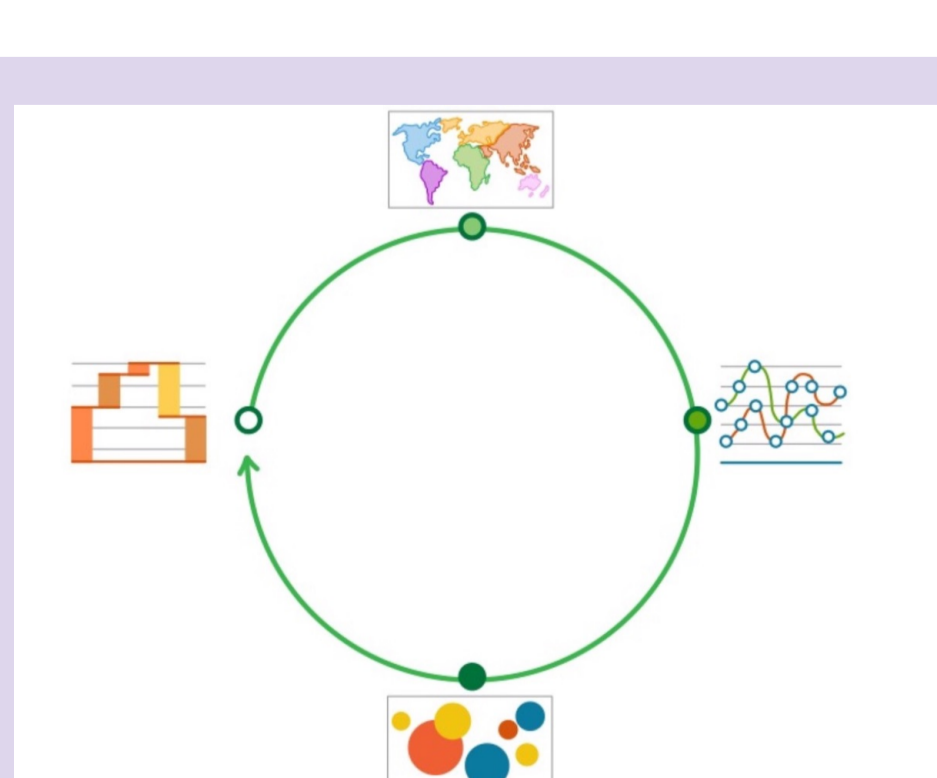
"We'd like to thank Vemo for their support. Their expertise and steady guidance was instrumental in helping our team realize our broader strategic goals and cross the finish line."

- 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:

- Build your business case with clear ROI targets
- Conduct a strategic risk assessment

[Don't miss March's issue](#) where we'll share our training plan for strengthening your workforce planning muscles!



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.](#)

