

HOW TO BUILD REAL SWP MUSCLE

You've Been Tasked With Strategic Workforce Planning – How Do You Train WFP Muscles?

A Quick Recap – What Happened In February?

In [February's Newsletter](#), we began Preparing For The Now What by creating a **definition of shared success**. Before pulling the first lever on your workforce planning initiative, there needs to be agreement on what success in your business looks like. Creating this shared definition is what truly **kickstarts your workforce planning**.

Preparing For The *Now What*

We all agree that workforce planning is essential. But can we all agree on **how to prepare** for a workforce planning initiative?

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 next part of the 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

Why Build Your Workforce Planning Muscles

If there is one thing that professionals and vendors across the industry all agree on, it's that: **workforce planning is philosophically simple, yet operationally complex**.

Common complexities:

- Differences based upon your organization's industry and the critical talent you need
- Differences based upon organizational structure and philosophy

KEY CUSTOMERS

Who are the key customers of workforce planning information? What do they need to justify and define your investment in a workforce planning initiative?



It's **essential** to build an appropriate definition of workforce planning for your organization and to get all stakeholders operating in concert.

Building your workforce planning muscles = *Developing the ability to execute when the time is right*

THE SCOPE

The **bottom line**: it is very difficult to achieve all of these roles' goals.

Define your key customers and their needs—these are the people you must work with to develop a common understanding of what workforce planning will achieve.

All your customers have different needs – this is why workforce planning is so important, but also so complex.

Coming Soon ... A Beginner's Guide to WFP

In the next month, our experts will release a **downloadable asset** for you with questions you need to answer and help determine which types of workforce planning customers—highlighted above—will benefit from the answers.

Start by determining:

- Do the answers need to be qualitative or quantitative?
- Do you have the data to answer these questions? If not, how will you get that data?
- What are the KPIs and cadences you should utilize for continuous improvement?

KEY QUESTIONS TO TRAIN YOUR WFP MUSCLES



Stronger Muscles → Easier, More Efficient Workforce Planning

Answering these key questions will lead to:

1. A common understanding of your workforce planning goals
2. Defining requirements for your SWP programs and vendors

Rather than force a business case for workforce planning, this becomes a **living business case** for your workforce planning initiatives and a common understanding of goals.

[Book A Demo!](#)

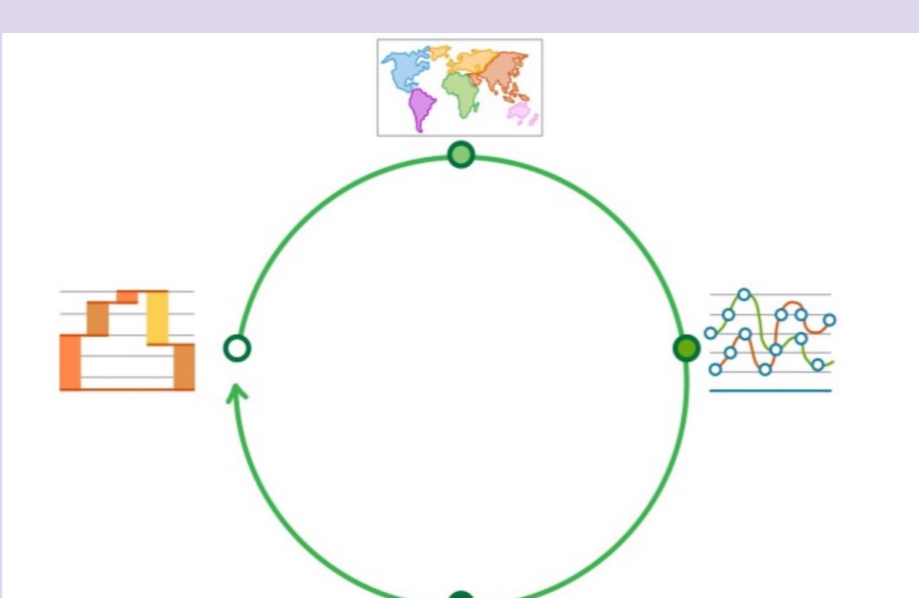
"We'd like to thank Vemo for their support. Their expertise and steady guidance was instrumental in helping our team realize our broader strategic goals and cross the finish line."

- 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 April's issue where we'll share our **recipe to keeping up with the market (and competition)**.



ABOUT US

Vemo combines powerful software with expert consulting to help clients tackle the unique challenges of workforce planning, workforce analytics, and resource management.

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