

STRATEGIC WORKFORCE PLANNING IS A TEAM SPORT

Aligning Cross-Functional Teams to Enable Continuous Workforce Planning

A Quick Recap – What Happened In April?

In [April's Newsletter](#), we continued **Preparing For The Now What** by teaching you to ask the **right questions**—so your organization can gain a **competitive advantage**.

Armed with the right questions, your organization will realize all the benefits of strategic workforce planning—*keeping well ahead of the competition*. Without considering these **key factors**, other organizations will be left merely *keeping up* by making uninformed and impulsive decisions.

We're here to help you make a clearer, more goal-oriented workforce plan. In addition to our latest series, you can download our **Workforce Planning Workbook** to start building the muscle. **Turn these frameworks into action** by identifying the roles that truly drive strategy versus where AI is reshaping work, understanding where capability gaps may emerge, and mapping practical talent and investment choices.

A Resource Made For You

This last month, our experts released a [Workforce Planning Muscle Building Guide](#) to help you get started.

Download the Workforce Planning Muscle-Building Guide

First Name

Last Name

Email

Company

By checking this box, I agree to be contacted by Vemo, Inc. regarding my request and to receive future communications about their products and services.

[DOWNLOAD GUIDE](#)

In this guide, you'll learn how to:

- Identify the workforce roles that shape planning decisions
- Build a practical starting point for ongoing workforce planning
- Map out potential talent strategies
- Define an investment strategy for core roles in your organization

You don't need a perfect model to start workforce planning. You need to start building the muscle—learning how to assess your organization, understand the capabilities required for performance, and identify where gaps may emerge.

Download the [guide](#) and start building your workforce planning muscles today.

P.S. Want to see how Vemo's workforce planning platform supports this work? [Book a demo.](#)

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. Targeting market changes to keep pace with the competition
4. **Building more cohesive, experienced workforce planning teams to achieve planning objectives**

The Key to Success? More Cohesive Workforce Planning Teams.

Strategic workforce planning is often stalled by a lack of communication. Executives are increasingly asking for on-demand data, yet the **response is often more organizational chaos**.

Multidisciplinary teams are being assembled to "do" strategic workforce planning. But how can these teams execute successful SWP if they aren't aligned around a shared strategic goal?

Quick Rewind: SWP Trends Are Driving the Need for WFP Teams

As AI and other disruptive forces transform the market, CHROs are increasingly **defining SWP as a key initiative**.

SWP GOALS INCLUDE:

- Reshaping workforce supply to meet demand
- Segmentation (in [last month's newsletter](#), we identified the difference between emerging, critical, and legacy roles)
- Integrating strategic and operational planning
- Using AI-enabled demand scenarios to build executive engagement

Achieving these goals **requires collaboration across every level of the organization**. With **cohesive workforce planning teams**, organizations can use technology to allow for:

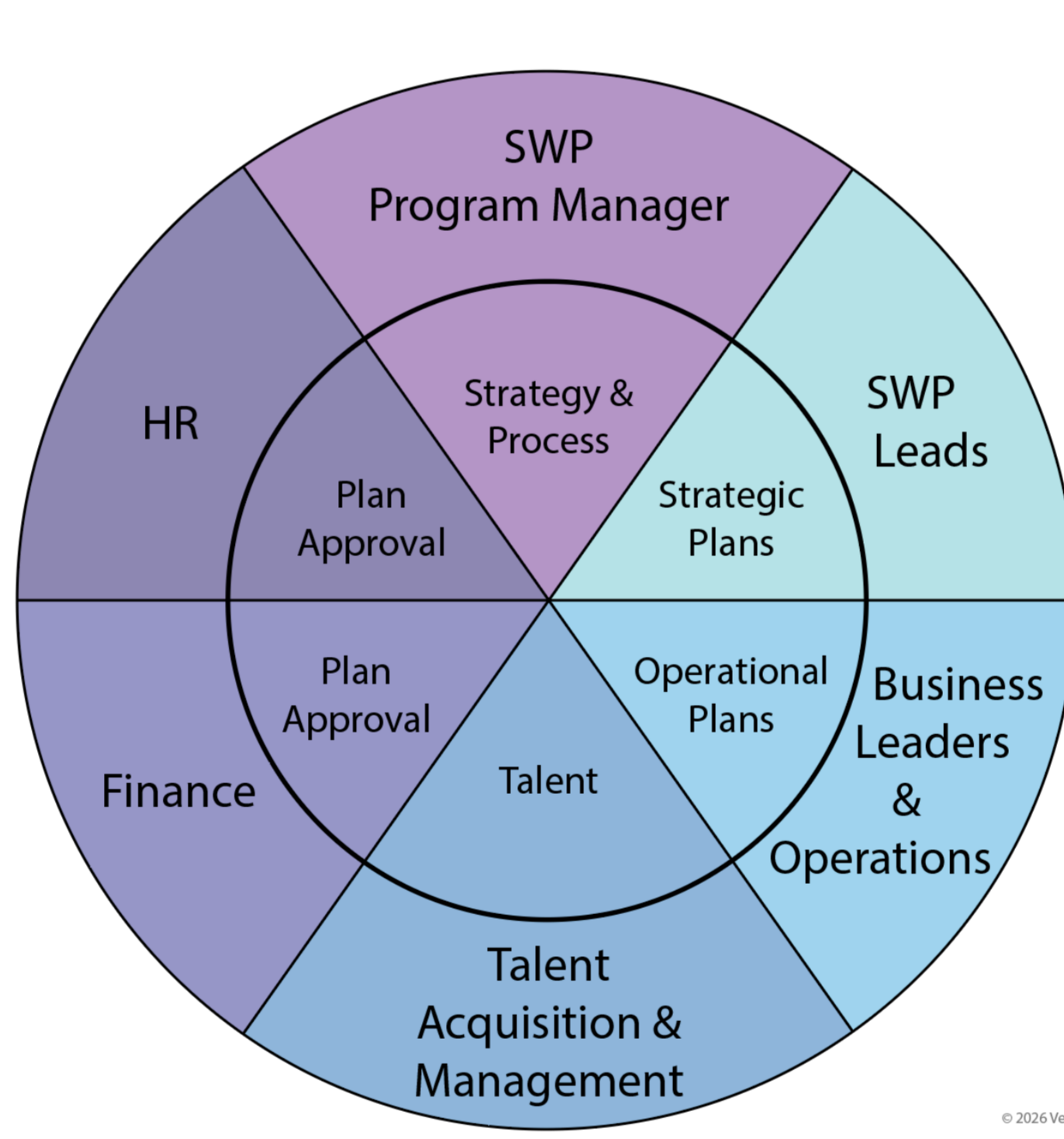
- Continuous supply and demand forecasting
- Organization-wide insights and talent optimization
- Always-on tracking and iteration

So, how do we create these cohesive teams?

Engaging and Harmonizing ALL Roles

Strategic workforce planning needs to engage and harmonize across all roles—from SWP Program Managers to Finance and HR Leaders.

Each role encompasses a distinct focus and responsibility in your organization, and to the planning process. Aligning these responsibilities is **KEY** to building an informed, actionable strategic workforce plan.



Rather than viewing these roles as disparate functions operating independently, organizations should recognize where priorities and planning objectives overlap.

SWP Program Management →

- SWP objectives
- Roles and responsibilities
- Change management
- Cadence and measurement

SWP Leads →

- Evaluate business strategy and transformation and convert to talent strategy
 - Define critical and emerging roles
 - Evaluate how AI and other market changes should transform the workforce
 - Create strategy-infused top-down workforce plans to deliver to business leaders
 - Conduct scenario plans for executives

Business Leaders & Operations →

- Operational review
 - "Do I have specific headcount necessary to meet my organization's objectives?"

Talent Acquisition & Management →

- Understand critical gaps in roles, tasks, skills
- Compare to external labor market intelligence
- Determine how to close gaps

Finance →

- Plan approval and adjustments (budgetary lens)

HR →

- Plan approval and adjustments (talent lens)

While each role brings a distinct perspective to the workforce planning process, **strategic workforce planning becomes significantly more effective when these teams are aligned around shared business goals and understand how their responsibilities support one another**.

Building cohesive, multi-functional workforce planning teams enables organizations to build more informed, responsible, and continuous strategic workforce plans.

[Book A Demo!](#)

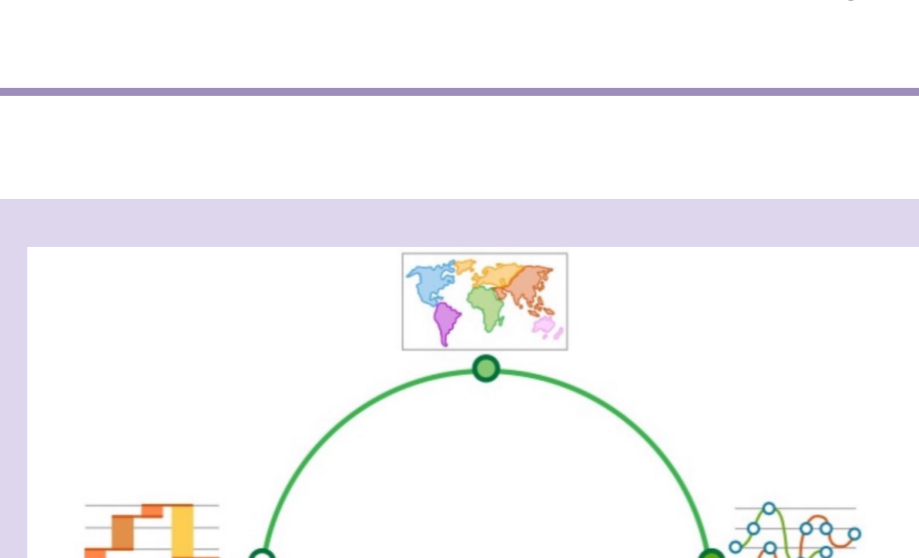
"We'd like to thank Vemo for their support. Their expertise and steady guidance was instrumental in helping our team realize our broader strategic goals and cross the finish line."

- 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 June's issue](#) where we'll share **our key takeaways from the SWP Conference in Chicago** we attended this May.



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.](#)