

## LESSONS FROM CHICAGO: DEFINING THE FUTURE OF SWP

### Insights From May's SWP Conference in Chicago

#### A Quick Recap – What Happened in May?

In [May's Newsletter](#), we continued [Preparing For The Now](#) What by teaching you *how to build more cohesive, experienced workforce planning teams to achieve planning objectives*.

When organizations act as disparate functions operating independently, there is no shared definition of planning objectives. **Each functional role in the workforce planning process brings a distinct perspective and set of skills—**which is *why building an informed, actionable strategic workforce plan requires engaging and harmonizing all functional roles*.

By identifying where priorities overlap and aligning teams around shared business goals, organizations can **understand how their WFP responsibilities support one another**—enabling the creation of more informed and continuous strategic plans.

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](#).

#### Thoughts from the SWP Conference: Build. Buy. Bot?

This past May, we attended the [SWP Conference in Chicago](#), where our conversations centered on how workforce planning is adapting to the rapid pace of workforce transformation.

#### HOW DID WE FEEL IN 2025?

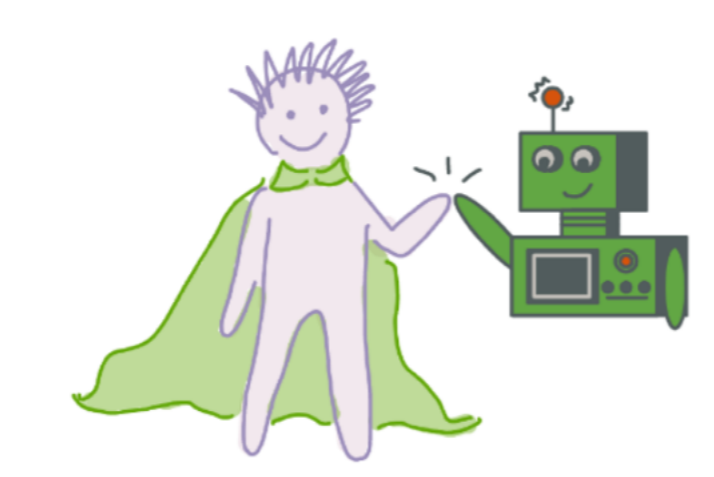
This year's event shifted in focus compared to last year. In [last May's Newsletter](#), our **key takeaways from the 2025 SWP Conference** were:



**#1 – Workforce Redesign:**  
Agentic AI is guiding us to rethink traditional workforce structures



**#2 – AI Anxiety:**  
CHROs are facing uncertainty about changing job roles, new HR technology, market disruptions, and organizational readiness



**#3 – The Optimist's "Superworker":**  
AI agents are being viewed as tools that do more than augment; they enhance individual worker performance.

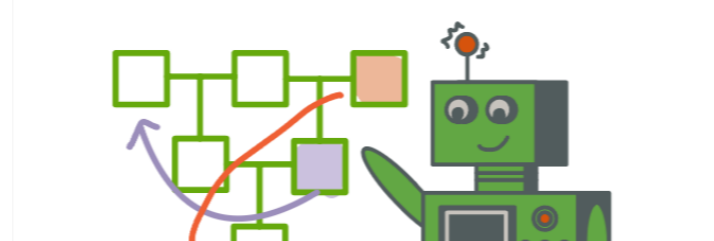


**#4 – Planning Speed:**  
AI and Machine Learning are enabling the launch of workforce planning initiatives with unprecedented speed.

#### A SHIFT IN 2026: Why Workforce Redesign, Speed Planning, and the "Superworker" Don't Work

Last year, the central question was: *"Should we use AI?"*—with the advice to focus on where AI offers the highest measurable value. Now, at this year's conference, the conversation has evolved. **The question has shifted to:** *"Is adapting to workforce transformation changing workforce planning's strategic goal?"*

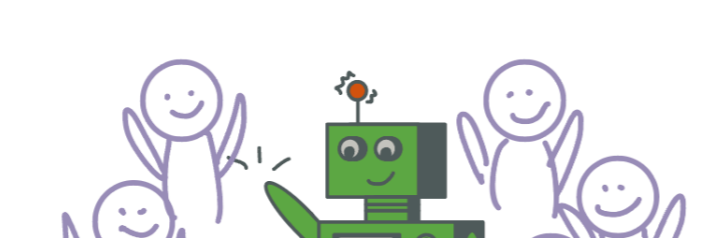
Our key takeaways this year were:



**#1 – From reactive redesign → long-term resilience:**  
While Agentic AI continues to demand workforce redesign, reactive responses are unsustainable; leaders are now leveraging AI to create "work redesign agents" that build lasting organizational resilience.



**#2 – From tech anxiety → organizational alignment:**  
Where we once focused on anxieties regarding job roles and tech disruption, we now recognize that success comes from connecting workforce planning to shared business goals.



**#3 – From "superworkers" → people as the differentiator:**  
Where we previously viewed AI agents as the path to "superworkers," we now realize speed is not the primary strategic advantage—people are.



**#4 – From planning with speed → planning with purpose:**  
While AI and machine learning continue to enable unprecedented planning speed, our strategic goal has shifted: it is no longer just about moving fast, but ensuring we are moving in the right direction.

#### The Practical Shift: How We're Changing the Conversation

The shift from speed to purpose is how successful HR leaders operationalize strategic workforce planning. To achieve this, we recommend restructuring your approach:

##### #1 – HARMONIZE THE SILOS

Too often, *strategic and operational workforce planning function in isolation*. The most resilient organizations **bridge this gap**, transforming planning into a continuous process that proactively responds to market disruptions.

##### #2 – FOCUS, FOCUS, FOCUS

In today's market, *teams are often paralyzed by attempting too much*. Productivity anxieties from executives drive a pressure to redesign, which is often unsustainable.

Instead, **make slower, smarter moves and take a 'Build First' approach**: identify where to allocate resources to address real strategic needs. Remember, **if you try to do everything** (including everything that isn't 'Build' or 'Buy' – a.k.a your 'Bot' category), **you will miss the real opportunities**.

##### #3 – WHAT-IF SCENARIOS

*Streamline decision-making with 'what-if' scenarios*. Executive attention spans are short and data currency is challenging; use scenario planning to proactively address the complex questions that often stall progress, ensuring your organization moves with both speed and purpose.

#### What We're Focusing On The Rest of 2026

Based on our conversations in Chicago, [Vemo's next newsletter series](#) will focus on workforce planning that **drives revenue growth and mitigates talent risk**, ensuring your organization can navigate complex talent landscapes effectively.

[Book A Demo!](#)

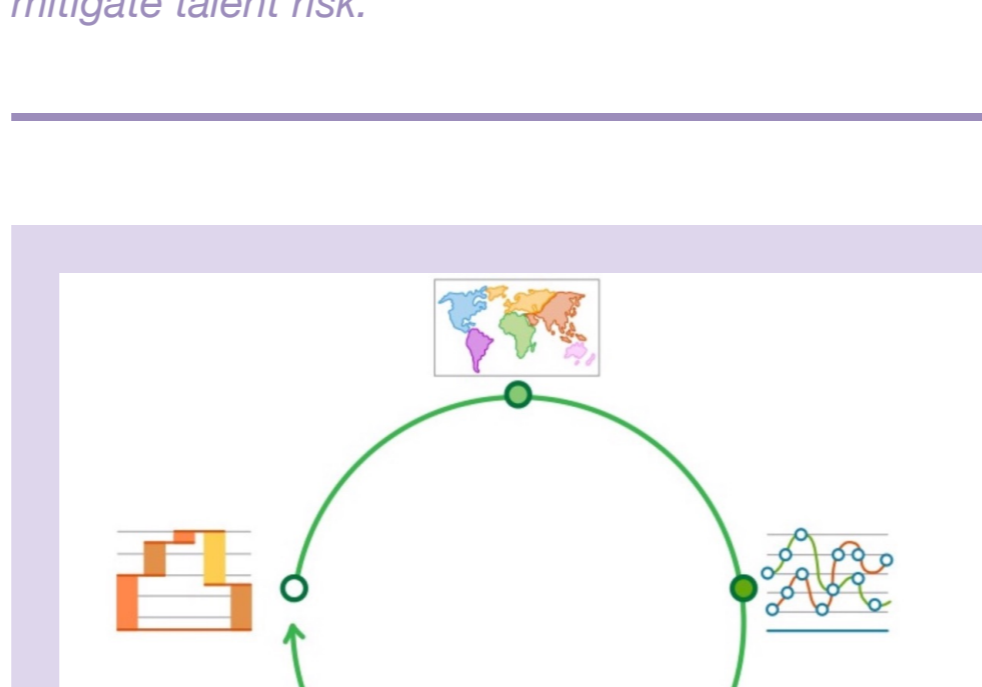
**"We'd like to thank Vemo for their support. Their expertise and steady guidance was instrumental in helping our team realize our broader strategic goals and cross the finish line."**

– 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 July's issue](#) where we'll start our next series—teaching you how a strategic workforce planning approach can *both drive revenue growth and mitigate talent risk*.



#### 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.](#)



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