JULY // 2026

THE 3 Rs OF WORKFORCE PLANNING

Revenue, Risk, Resilience

A Quick Recap – What Happened In June?

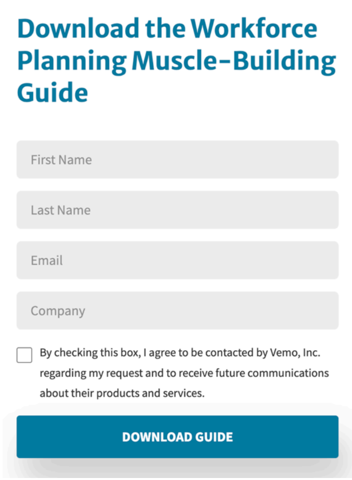
In **June's Newsletter,** we recapped our conversations from the **SWP Conference** hosted in Chicago this past May. We compared how the central question has shifted from *"Should we use AI?"* in 2025 to ***"Is adapting to workforce transformation changing workforce planning's strategic goal?"*** **in 2026.**

We built on the foundations of our latest series–**Preparing For The *Now What***–by synthesizing the key lessons from the conference. In this newsletter, we covered how organizations can **move beyond speed planning and pivot toward purpose-driven resilience.** At Vemo, we're here to help organizations transition from reactive workforce redesign to **long-term, sustainable organizational strength.** As we shift the conversation, we're preparing organizations to understand how **workforce planning can drive revenue growth and mitigate talent risk.**

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.



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.

What We're Focusing On the Rest of 2026

For the remainder of 2026, we are going to take a broader perspective and focus on the **3 key outcomes** of a successful workforce planning program: **the 3 Rs**–revenue generation, risk management, and organizational resilience.

Regardless of your organization's workforce planning maturity, these are the **core principles you should follow:**

- If your organization is only getting started, these are the topics that will receive executive attention
- If your organization needs to enhance and upgrade an already successful workforce planning process, this is how to drive forward
- If your organization has a successful workforce planning process embedded in the business, it's still valuable to audit the process and identify whether all activities are aligned with the 3 Rs

Why the 3 Rs Matter

In the current market, it is *easy to narrow the focus of workforce planning* to the **buzzworthy topics** dominating workforce planning discussions, such as:

- AI exposure of jobs
- Affordability
- Efficiency
- Productivity
- *"Doing more with less"*

Although these are all important focus areas and part of any enterprise workforce planning process, **they are not the core of strategic workforce planning.**

At its core, strategic workforce planning is about gaining competitive advantage–achieved by activating **3 key outcomes:** revenue generation, risk management, and organizational resilience.

The 3 Rs: A Brief Overview

1. REVENUE

Successful SWP **identifies the investments in human talent that drive increased revenue growth.**

Very few organizations have ever achieved sustainable revenue growth through cost reductions alone. **Workforce planning's role is to shift the conversation** from "*What do we want?*" to *"What do we need to drive revenue?"*

Shifting from a granular to strategic perspective helps to identify the **required investment in jobs to drive revenue creation**–aligning your workforce with strategic goals and giving your organization a competitive advantage.

2. RISK

Successful SWP **identifies the investments in human talent that mitigate business and talent risk.**

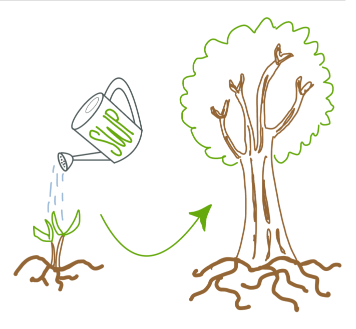
In the scramble to automate work (whether your organization is doing it actively or standing on the sidelines waiting to jump in when the path forward is clear), it's more critical than ever to identify where human talent shortages will create risks for the organization.

A strategic workforce planning process works *within budgetary constraints* to identify the required investment in **jobs to decrease business and workforce risk.**

3. RESILIENCE

Successful SWP **identifies the investments that build organizational resilience.**

Currently, organizations are striving for short term quarterly gain and higher market valuations–but this may hollow out critical organizational capabilities and talent, making organizations less resilient for future growth strategies.



Workforce planning for resilience involves considering the core areas of organizational value where modest over-investment **ensures long-term organizational resilience and growth.**

Coming Soon (To Your Inbox)!

REVENUE

In **August's newsletter,** we'll provide specific examples of how organizations utilize workforce planning to support revenue growth.

RISK

In **September's newsletter,** we'll provide specific examples of how organizations use workforce planning to better manage risk.

RESILIENCE

In **October's newsletter,**we'll cover specific examples of how organizations use workforce planning to ensure organizational resilience.

Book A Demo!

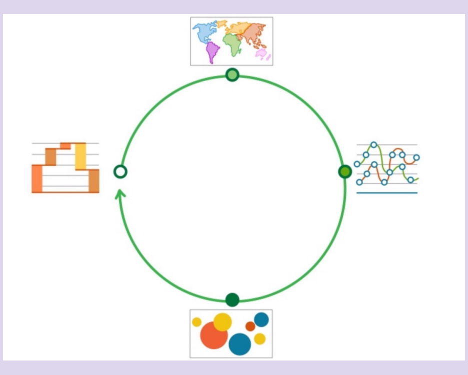
"We'd like to thank Vemo for their support. Their expertise and steady guidance was instrumental in helping our team realize our broader strategic goals and cross the finish line."

\- 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 August's issue where we'll provide clear examples of how to use workforce planning to support revenue growth. **Stick with us in the upcoming months** as we continue to review each of these topics–revenue, risk, and resilience–in more detail in this next series.



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.

3525 Del Mar Heights Road #663
San Diego, CA 92130