



# Workforce Planning

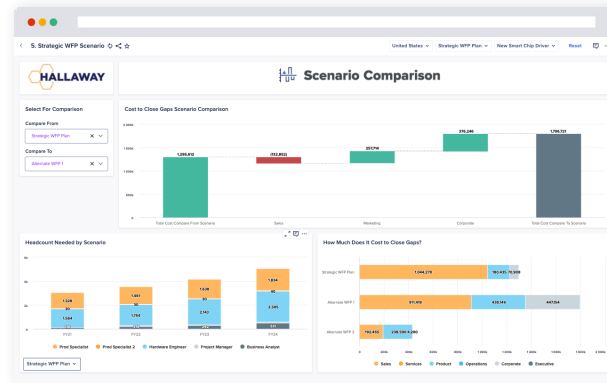
Anaplan for HR and Workforce

Anaplan for Workforce Planning provides a connected platform where HR, finance, and business leaders can gain a singular, accurate view of your organization's workforce, workload, and costs. This allows you to collaboratively plan and optimize your workforce, respond swiftly to market and talent-supply changes, and deliver on your business strategies and performance goals.

With Anaplan you can identify headcount and talent shortages that impede business success, model detailed “what-if” scenarios to close gaps, assess financial impact, and drive the appropriate short- and long-term decisions for your talent processes and programs.

## Key benefits

- Provide transparency into headcount, skills and capabilities, and workforce costs across your entire organization.
- Bring agility to developing and pivoting workforce plans and stay in lockstep with your business needs.
- Design forward-looking talent strategies that are aligned to your business goals and budget.
- Provide your talent acquisition and management teams with early insight into the timing and budget for roles and skills in demand.



## There's a better way to plan

As a purpose-built platform connecting people, data, and plans, Anaplan delivers a unified, real-time, cloud-based environment to optimize planning and democratize decision-making across all lines of business and business activities, from strategic to operational levels.

Leveraging the speed and scale of the platform, Anaplan offers businesses a nimble, intuitive, and secure way to collaborate concurrently to drive faster and more accurate decisions.

## Customer Story



Microsoft's Worldwide Customer Service and Support (CSS) team receives 60 million customer contacts per year through numerous channels across its vast product portfolio. The process for building its annual workforce plan and budget, including optimization of resource planning to drive the highest customer satisfaction, was a 20-week ordeal involving seven tools, four functional organizations, and five business units.

With Anaplan, the CSS team has transformed this into a 10-week, agile and unified process based on real-time data, greatly improving the consistency of its call center resource demand planning.

- Halved the annual workforce budget process time from 20 weeks to 10.
- Provided real-time data and visibility for agile planning.
- Transformed complex procedures into simplified, unified planning aligned with business operations.

“Anaplan has transformed how we work and collaborate, enabling agile planning.

### Bruce Hildyard

Worldwide Support Leader of Business Planning Excellence, Customer Service and Support

## Solution details

### Headcount planning

- Plan and model headcount against financial budget and growth projections.
- Roll up the organization for bottom-up planning or cascade down the organization for a top-down scenario.
- Incorporate hiring, attrition, role ramp-up time, and team-role ratio assumptions and all costs.
- Determine hiring plans and new positions or requisitions based on the approved new headcount plan.
- Continuously measure, align and adjust to stay aligned with business and financial plans.

### Strategic workforce planning

- Plan your long-term critical workforce based on business strategies and initiatives.
- Calculate workforce demand based on business drivers.
- Forecast your workforce supply using assumptions for hiring, mobility, and turnover.
- Identify talent gaps and evaluate various scenarios to close them.
- Design HR strategies and programs to support your long-term decisions regarding talent supply, skill development, and location strategy.

### Workforce capacity planning

- Calculate workload based on demand drivers from the business.
- Determine workforce capacity across teams and roles.
- Assess impact to productivity and overtime costs by modeling capacity against workload to identify gaps.
- Simulate headcount changes and absences, and evaluate the potential impact from M&A or organizational realignments and restructuring.

### Location planning

- Optimize your location strategy and plans for employees aligned with company needs and objectives.
- Incorporate third-party data on talent availability and costs.
- Simulate scenarios of remote work, in-office work or a hybrid-approach.
- Estimate and examine costs including travel of remote workers and facilities under different scenarios.
- Track trends and employee decisions over time by country or region.

### “What-If” scenario modeling

- Model and compare various scenarios, and immediately see impact on headcount and cost KPIs and forecasts.
- Analyze effect of any number of internal or external changes, drivers, and assumptions.

### Analytics and visualization

- Leverage dashboards, reporting, and analytics with data visualization to analyze workforce and cost data.
- Leverage native capabilities for data aggregation to understand the big picture, and drill-to-detail to understand the underlying factors.

### Integration and data hub

- Integrate seamlessly with HCM/HR, Finance, and other systems of record using pre-built connectors or third-party ETL tools.
- Enrich with data from your Data Warehouse and third-party benchmark providers, or Excel spreadsheets.
- Manage organization-wide workforce data, workforce plans, and hierarchies in a centralized data hub.

## The Anaplan platform offers

- **“What if” scenario and multi-dimensional modeling**, powered by our patented Hyperblock® calculation engine, producing ultra-fast calculations at unprecedented scale so you can anticipate market changes.
- Built-in dashboards, reporting, and analytics with data visualization providing **a single source of truth** on business performance.
- **Collaborative and agile planning** across Sales, Finance, Supply Chain, HR, Marketing, and other business units.
- Best-in-class **security and compliance** with role-based access control, user management, SSO support with SAML 2.0 compliance, and data encryption.
- **A highly extensible ecosystem** — collect and analyze data in a single location using APIs, ETL connectors, and built-in integrations with other solutions.

## About Anaplan

Anaplan, Inc. (NYSE: PLAN) is a cloud-native enterprise SaaS company helping global enterprises orchestrate business performance. Leaders across industries rely on our platform—powered by our proprietary Hyperblock® technology—to connect teams, systems, and insights from across their organizations to continuously adapt to change, transform how they operate, and reinvent value creation. Based in San Francisco, Anaplan has over 20 offices globally, 175 partners and approximately 1,600 customers worldwide.

To learn more, visit [Anaplan.com](https://anaplan.com)

The Anaplan logo features a stylized geometric design on the left, composed of several overlapping triangles in shades of blue and green. To the right of this graphic, the word "anaplan" is written in a lowercase, sans-serif font. The letter 'A' is significantly larger and more prominent than the other letters, and the entire logo is set against a dark blue background.

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