Strategic workforce planning
smartPlan.
Agenda

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Introduction.
The best way to predict the future is to create it

**What is your target?**

1. Integrate the outside view in existing SWP methodology (e.g. future jobs / roles, talent market insights)
2. Translate the business strategy into workforce demands
3. Make HR a strategic business partner to drive the workforce transformation
4. Identify and prioritize qualification requirements in the organization (e.g. skill shifts, under- and overcapacities)
What we do.

**Integrate:** Import of data from your existing systems (e.g. via upload)

**Enable:** Onboarding of user groups and access to the tool functionalities

**Simulate:** Translate future business requirements into workforce supply and demand scenarios (optionally utilizing HRForecast market intelligence insights)

**Build:** Identify workforce gaps (e.g. locations, job roles, skills) and provide qualification guidance to build future knowledge

**Analyze:** Provide an advanced analytics dashboard, visually highlighting supply / demand scenarios as well as gaps with drill down functionalities
“Support along the entire SWP process – from and intelligent app to global external data insights”

HRForecast strategy toolbox mission

What you achieve.

Integration into existing software and data landscape (e.g. SAP, Workday)

Quantified scenarios (e.g. different supply, demand and gap filling scenarios)

Gap filling measures (e.g. development in/out, recruiting, early retirement)

Easy to use SWP app including external labor market data
smartTools

HRForecast strategy toolbox.

smartPlan

Process
- Supply / Demand / Gap

Layer
- Jobs
- Skills

Market intelligence

Insights
- Evolving roles & skills
- Labor markets & regional shifts
- Players (competitors, clients, suppliers)

Employee services

Individual visualizations
Your choice of packages

smartPlan packages.

Essential

Features
- Plan future demand
- Plan future supply
- Simulation of future supply
- Gap analysis

Support & Services
- Self-Service On-boarding Support
- HRForecast helpcenter

Premium

‘Starter’ features plus:
- Simulation of demand with driver models
- Analytics Dashboard
- Gap closing measures
- smartLibrary, ‘Essential’ package

Support & Services
- Single-sign on integration
- Dedicated contact person
- Phone support
Your choice of packages

smartPlan onboarding and empowerment packages.

‘Happy onboarding’ package

Your own onboarding coach for max. 6 days:

- Project kick-off
- Go-live support
- Guidance with all onboarding materials and documents (IT, data security, user experience)
- Support for technical implementation and user onboarding
- Support for internal approvals (data security, works council, etc.)

Add-on support

On-demand access to a specialist:

- Individual user training
- First-level support
- Technical experts (e.g. integrations into your existing IT systems, specific data security requirements, etc.)
- Additional guidance (e.g. beyond the ‘Happy onboarding’ package)

‘SWP’ managed service

HRForecast insights managers provide you with the methodology and industry knowledge to conduct SWP, e.g.:

- Demand planning workshop moderation
- Preparation of decision-making templates
- Support during the definition of the driver models
- Consulting of future role and skill shifts
- Provision of market and competitor insights
- Project management
Feature details.
What’s possible:

- Ability to access, edit, archive and delete existing planning cycles
- Depending on the user-rights, only eligible components are visible to the user
- Possibility to set-up new planning cycles by the tool administrator
What’s possible:

• Upon completion of the demand planning, the future workforce supply must be calculated.

• Each row resembles a planning level, in our example ‘department’ and ‘job role’, as defined during the cycle setup.

• For each row, the user can configure the supply drivers or manually enter or overwrite a supply figures.

• The drivers and numbers may vary by scenario.
What’s possible:

- The user can freely build up planning drivers or select existing driver trees from the library.
- Once the drivers are defined, the driver models can be saved to the library for later use (e.g. for the next planning or for other departments).
- HRForecast also supplies a range of preset driver models to support the process.
Feature details

**Future organizations, jobs and skills.**

**What’s possible:**

- Based on worldwide data, understand which new types of operating models exist
- Select from more than 30 models to boost your organization
- Explore which trends drive the business and which roles and skills you need to be leading
Feature details

**Gap analysis.**

**What’s possible:**

- The surpluses/shortages of capacities are calculated and displayed
- External data from the HRUniverse provided by HRForecast can be integrated on demand, e.g.:
  - Recruiting risks
  - Upskilling potential
  - Salary costs
What’s possible:

- HRForecast embeds artificial intelligence in the tool to enable the user to benefit from automated gap-closing proposals (e.g. workforce developments based on skill proximity of two or more profiles)

- The user can influence this gap-closing procedure by selected affected profiles, allowed development time or location/BU/etc, changes

- Additional insights, e.g. top missing skills, allow better gap-closing decisions
What's possible:

- Understand which business drivers are impacting your future demand
- Analyse where you will face the biggest challenges
- Compare different scenarios and the best measures for your company to adapt
Road to success.
Support along the entire SWP process from apps to external data insights

Strategic partnership
Integration of existing data (e.g. SAP, Workday etc.) improves the user experience significantly

Leverage existing data
Enable HR to onboard to smartPlan successfully with our onboarding platform and your dedicated onboarding manager.

Enable HR
Involve all stakeholders (incl. HR functions) proactively. HRForecast provides all relevant documents for all stakeholders.

Communication

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Communication

Success drivers.

Road to success
Your dedicated onboarding manager for all your questions
+
self-service onboarding platform for admins

https://www.hrforecast.de/support/smartplan/
Easy Accessibility
— Making the future easily accessible for every organization and employee
• Easy access via apps (web/mobile)
• Leveraging existing data
• Global data provision
• Dashboards & visualizations

Smart Algorithms
— Making complex things happen
• Making skills visible
• Connecting skills
• Scenario planning
• Analytics

External Data
— Making world-wide data accessible for you
• Future workforce insights (trends, operating models, role evolutions)
• Future job and skill profiles
• HRForecast job and skill catalogue

Road to success
Your benefits from our partnership.
Our technology and interfaces.
Our technology and interfaces

HRForecast apps and algorithm universe.

Internal data
(e.g. SAP, recruiting data, maintenance data)

External data
(e.g. patents, job postings, salary data, weather data)

Microservices - smart algorithms & APIs

Apps
(customized apps and standard tools like PowerBI, Tableau)
Our technology and interfaces

**Application architecture.**

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**Apps**
(e.g. smartPlan, smartHire, smartPeople)

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**App Data**
(App specific data)

**External data**
(e.g. patents, job postings, salary data, weather data)

**Internal data**
(e.g. SAP, recruiting data, maintenance data)

**User- & Permission Management**

**Microservice Engine**

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**Data Gateway**

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**Authentification & Flavors**

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**Microservices**

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**External data providers**

- SAP SF
- Workday
- Oracle
- CSV, JPEG, PNG, PDF etc.

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**Client Systems & External Data**

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**LUDI Environment**

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**SAP SF**

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**Active Directory**

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**Upload**

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**Single Sign On**

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**APIs**

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**API Provider I**

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**API Provider II**

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**API Provider n**

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**External data providers**

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**External data providers**
Let’s shape the future together!

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