



Strategic workforce planning  
**smartPlan.**

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# Agenda



- / 1 Introduction
- / 2 Feature details
- / 3 Road to success
- / 4 Our technology and interfaces

# Introduction.





The best way to predict the future is to create it

# What is your target?



Integrate the outside view in existing SWP methodology (e.g. future jobs / roles, talent market insights)



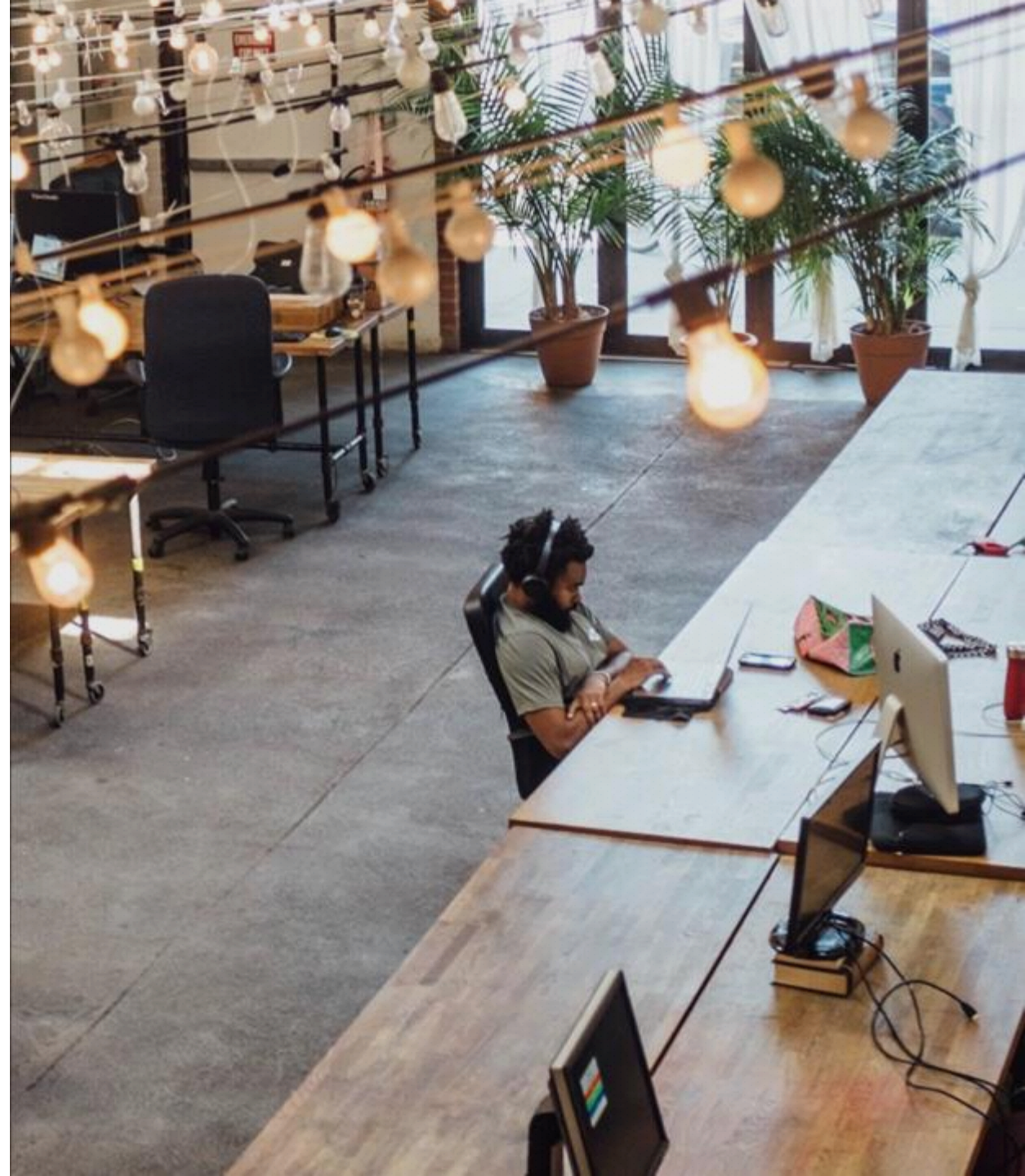
Translate the business strategy into workforce demands



Make HR a strategic business partner to drive the workforce transformation



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



# HRForecast strategy toolbox.



## smartPlan

### Process

- Supply / Demand / Gap

### Layer

- Jobs
- Skills



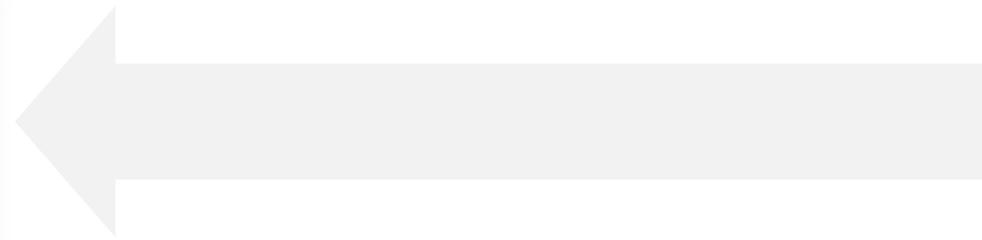
Employee services



## Market intelligence

### Insights

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



Individual visualizations

Your choice of packages

# smartPlan packages.



## Essential

### Features

- ✓ Plan future demand
- ✓ Simulation of future supply
- ✓ Plan 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
- ✓ Support during the definition of the driver models
- ✓ Preparation of decision-making templates
- ✓ Consulting of future role and skill shifts
- ✓ Provision of market and competitor insights
- ✓ Project management

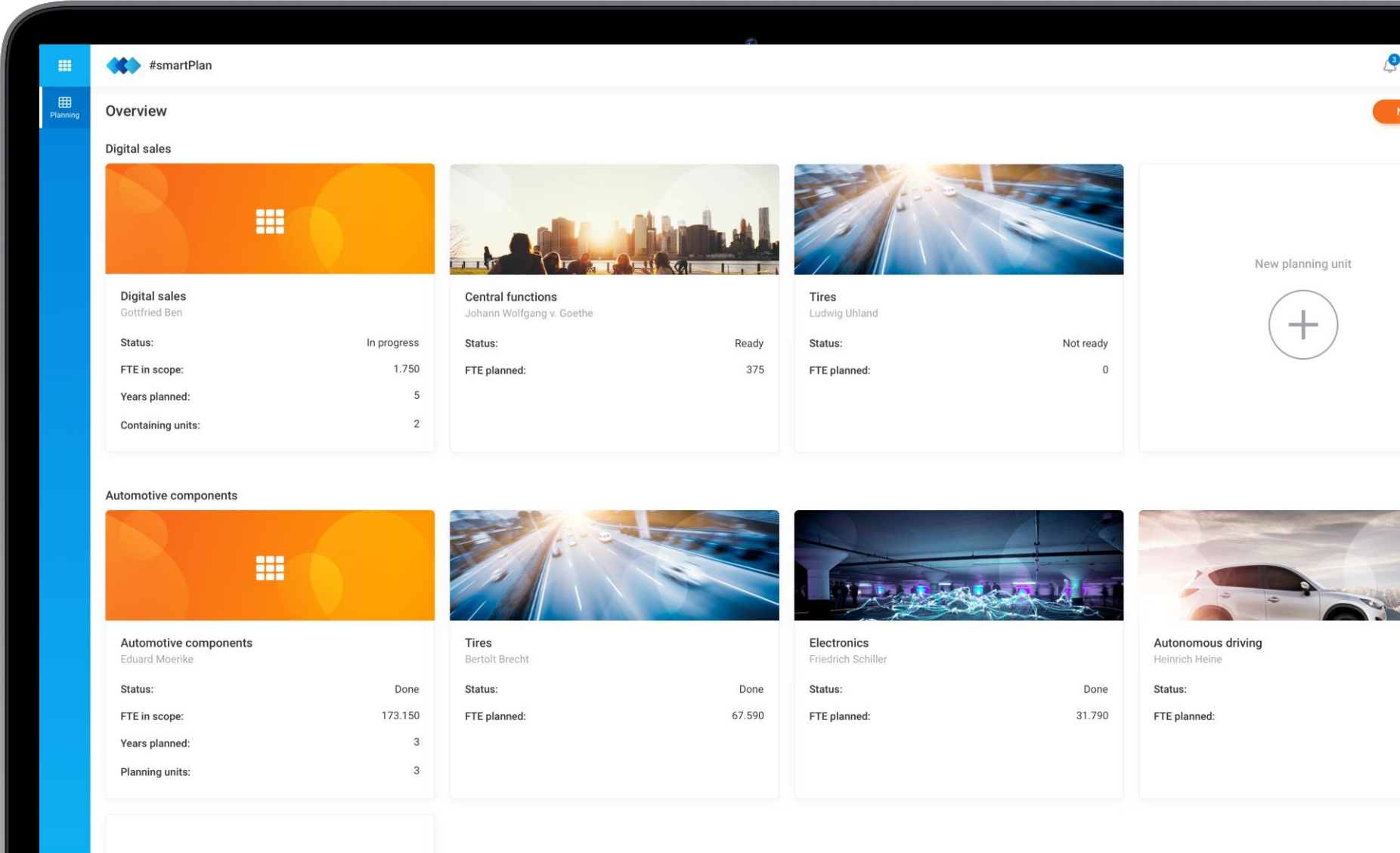
**Feature details.**



# Landing page.

## 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





# Supply planning overview.

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

#smartPlan

Planning

Central functions  
Digital sales  
375 FTE

Demand planning

Cost planning

Supply planning

Gap

Monitoring

Overview

Distribution

Scenario  
High attrition

Search...

Filter

Leave type

Show total values

Time interval

Set driver

Merge

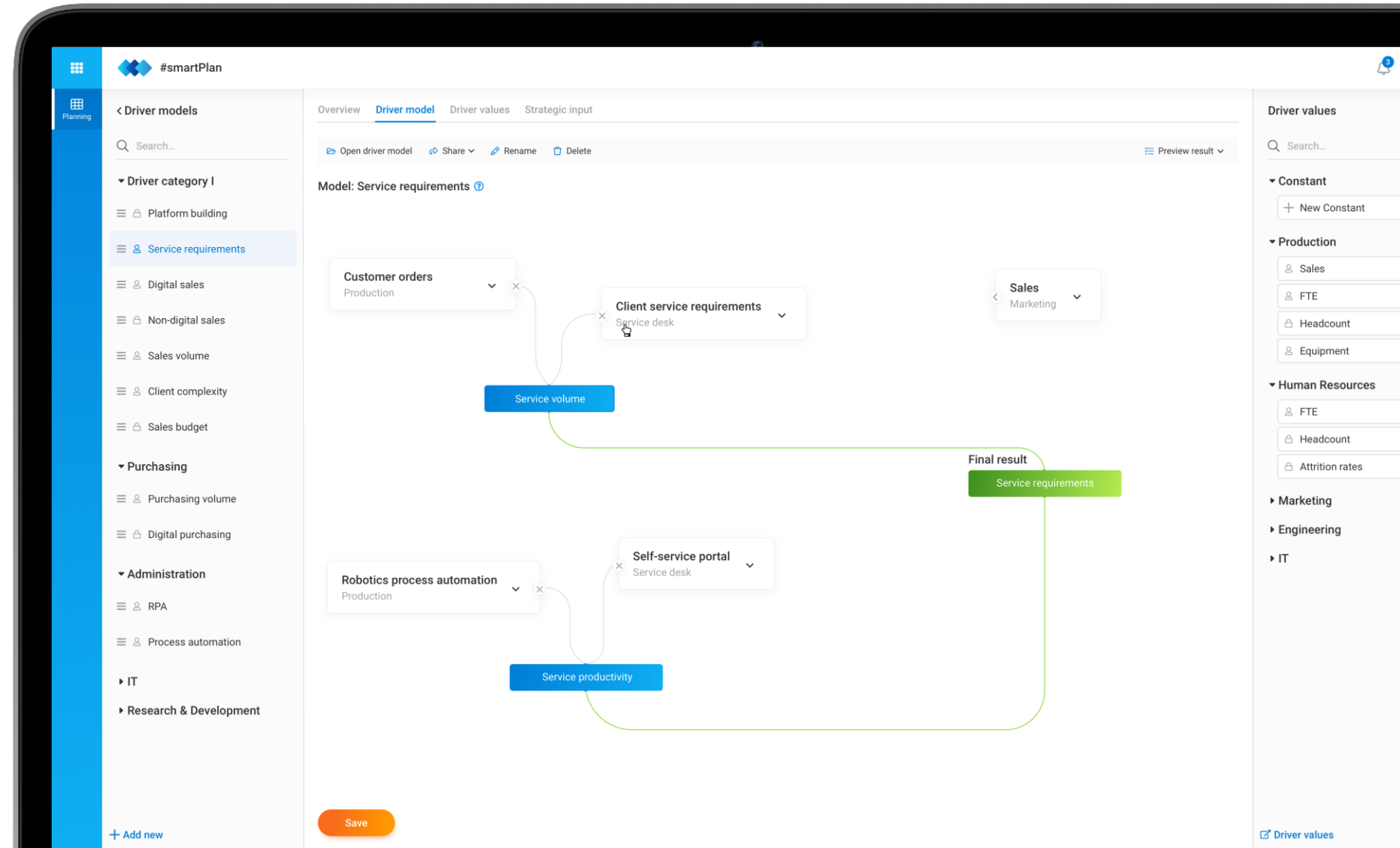
Calculate options

Job role	Distribution	01.10.2019	30.09.2020	30.09.2021	30.09.2022	30.09.2023
	Uniform distribution	375,0	360,0	345,6	331,8	317,4
Account manager	Uniform distribution	87,0	83,5	80,2	77,0	73,7
Business development manager	Uniform distribution	12,0	11,5	11,1	10,6	10,1
Client success manager	Uniform distribution	22,0	21,1	20,3	19,5	18,7
Customer service representative	Uniform distribution	82,0	78,7	75,6	72,5	69,4
Customer support specialist	Uniform distribution	32,0	30,7	29,5	28,3	27,1
Digital sales automation specialist	Uniform distribution	3,0	2,9	2,8	2,7	2,5
Digital marketing specialist	Uniform distribution	4,0	3,8	3,7	3,5	3,4
Digital sales manager	Uniform distribution	3,0	2,9	2,8	2,7	2,5
Digital transformation specialist	Uniform distribution	2,0	1,9	1,8	1,8	1,7
Inside sales specialist	Uniform distribution	43,0	41,3	39,6	38,0	36,3
IoT sales automation specialist	Uniform distribution	2,0	1,9	1,8	1,8	1,7
Predictive sales intelligence analyst	Uniform distribution	2,0	1,9	1,8	1,8	1,7

# Demand planning drivers.

## What's possible:

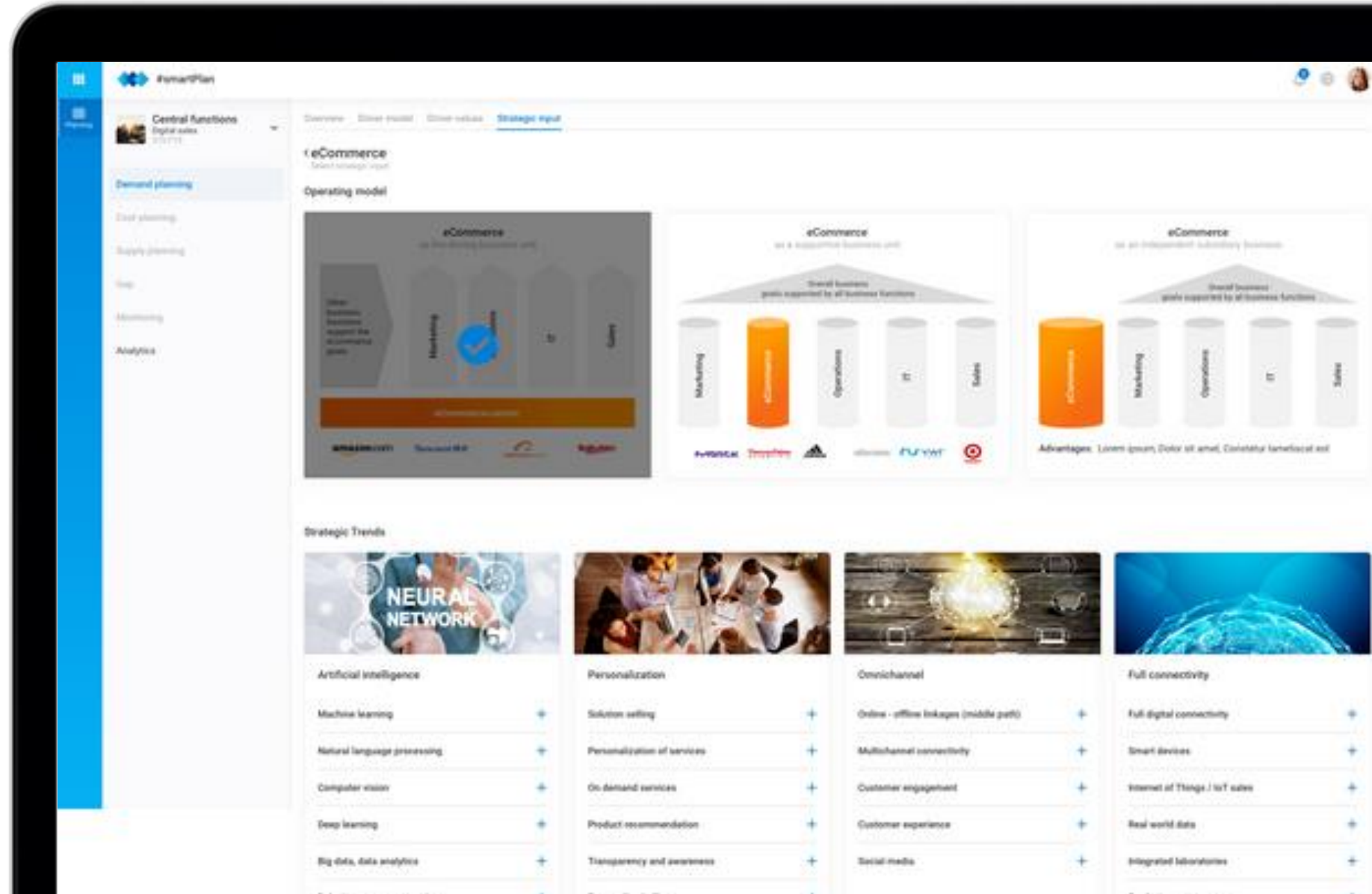
- The user can freely build up planning drivers or select existing driver trees from the library
- Once the drivers are defined, the driver models can be saved to the library for later use (e.g. for the next planning or for other departments)
- HRForecast also supplies a range of preset driver models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



# 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

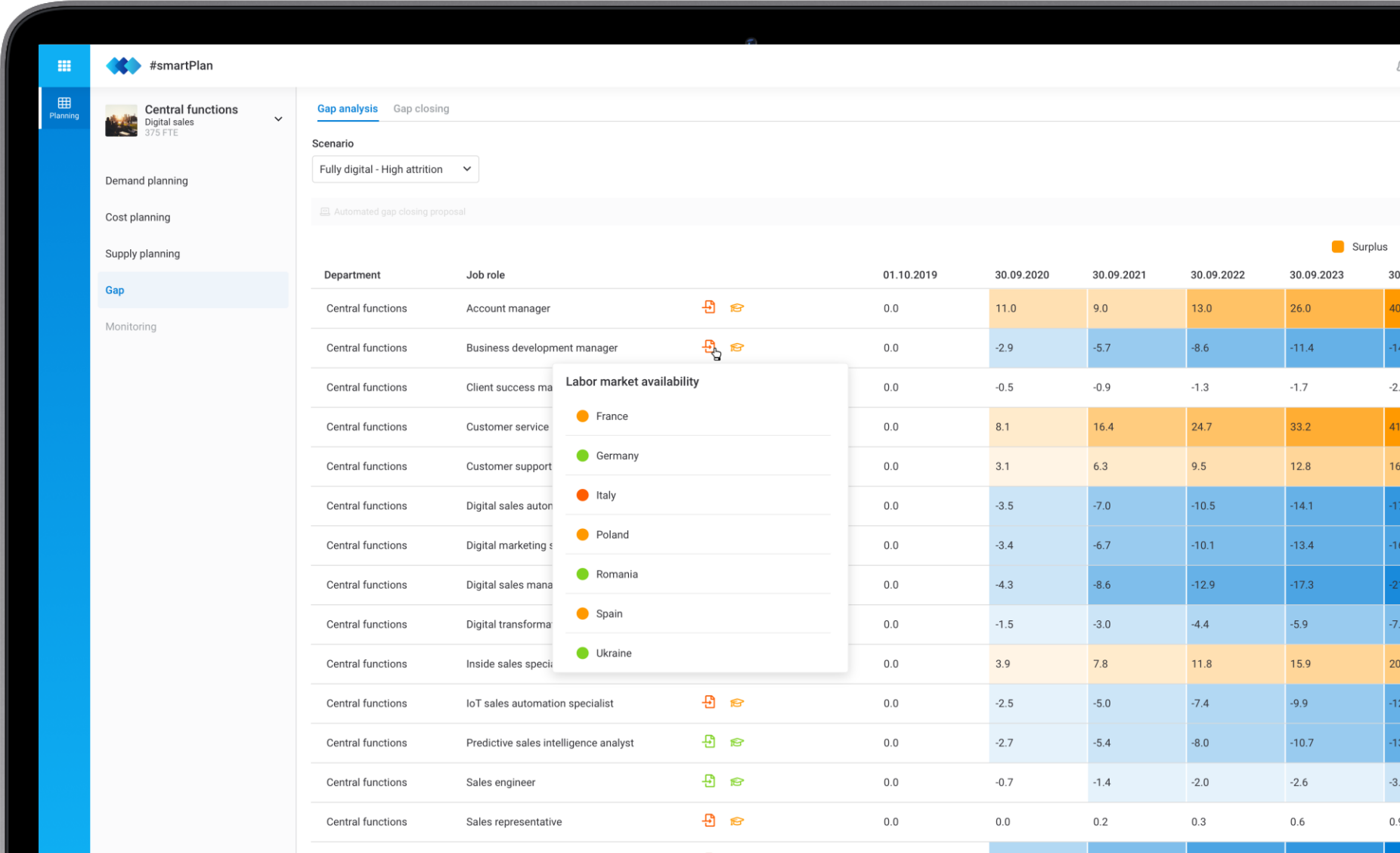




# Gap analysis.

## 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



# Gap filling.

## What's possible:

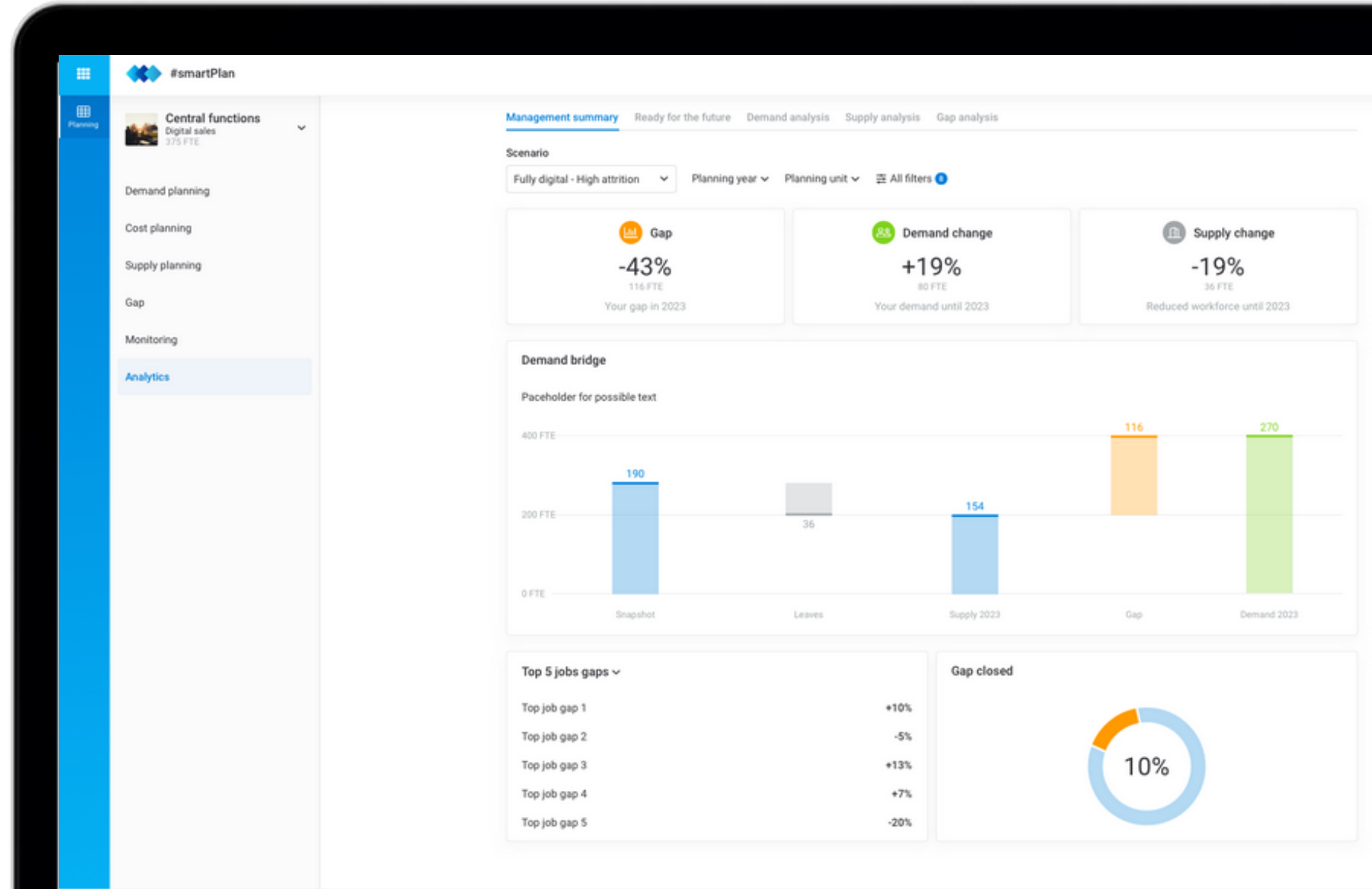
- HRForecast embeds artificial intelligence in the tool to enable the user to benefit from automated gap-closing proposals (e.g. workforce developments based on skill proximity of two or more profiles)
- The user can influence this gap-closing procedure by selected affected profiles, allowed development time or location/BU/etc, changes
- Additional insights, e.g. top missing skills, allow better gap-closing decisions

Central functions		Gap analysis					
Digital sales		Gap closing					
375 FTE		Scenario: Fully digital - High attrition					
		Overview   Auto-fill values   Auto-fill residual gap					
		Overview					
		Recruiting					
		Early retirement					
		Development in					
		Development out					
		Temporary staffing					
		+ Add closing measure					
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# Management analytics.

## 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.**



# Success drivers.



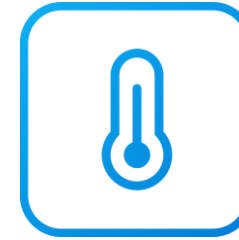
## Communication

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



## Enable HR

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



## Leverage existing data

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



## Strategic partnership

Support along the entire SWP process from apps to external data insights

Road to success

# Roll-out effort.

Your **dedicated onboarding manager** for all your questions

+

self-service **onboarding platform**  
**for admins**

<https://www.hrforecast.de/support/smartplan/>



Home

[Submit a request](#)



Welcome to our on-boarding page.

This page is built on best practices and contains all the knowledge you need to implement and successfully deploy smartPeople.

🔍 How can we help you today?

SEARCH SITE

Phase one



Getting started

Phase two



Internal approvals

Phase three



Setting up

Phase four



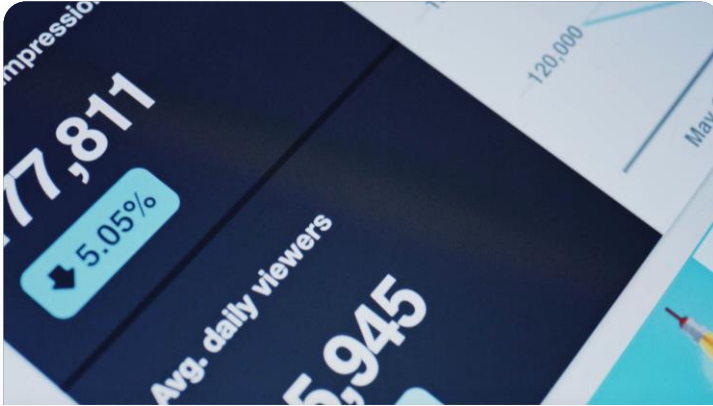
Rolling out





Road to success

# Your benefits from our partnership.



## 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



## Smart Algorithms

*Making complex things happen*

- Making skills visible
- Connecting skills
- Scenario planning
- Analytics



## 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

**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)

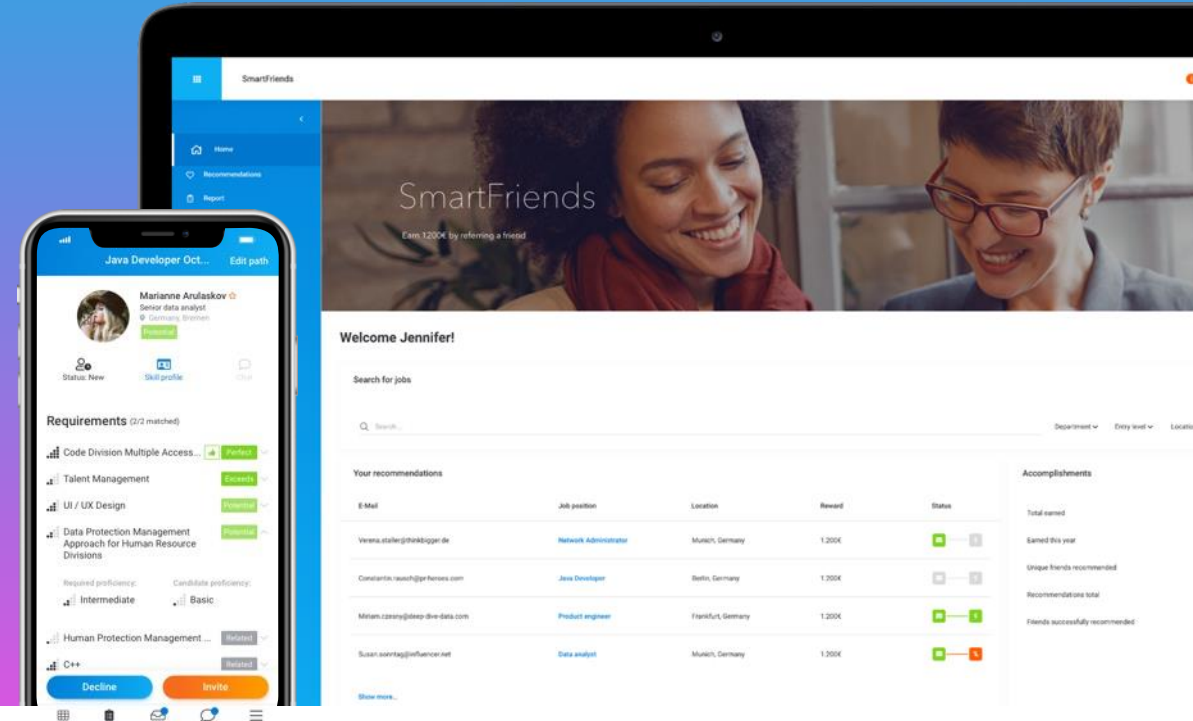


## Microservices - smart algorithms & APIs



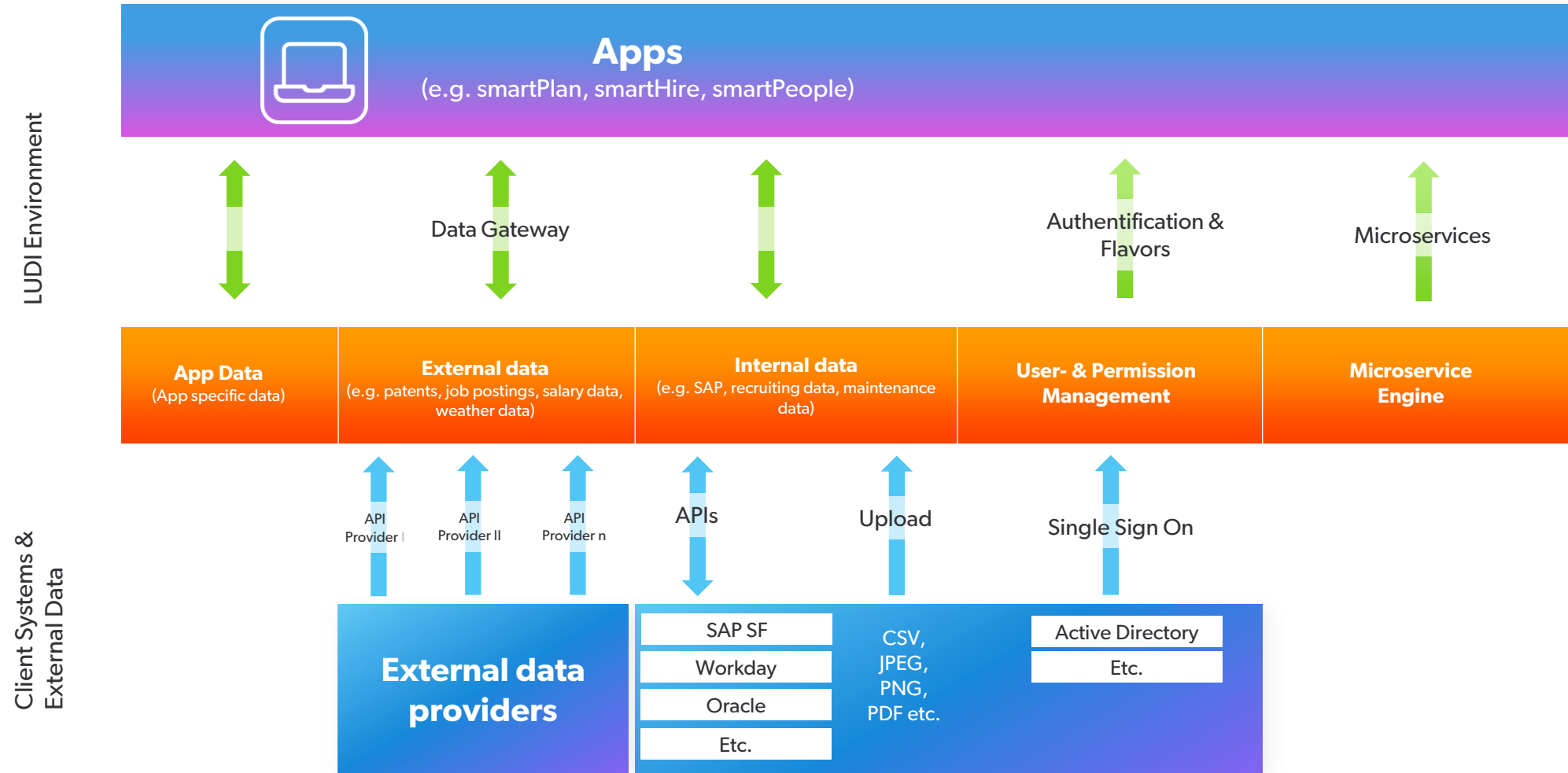
## Apps

(customized apps and standard tools like PowerBI, Tableau)



Our technology and interfaces

# Application architecture.





# Let's shape the future together!



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