

Adaptive Insights for Workforce Planning

Everyone knows workforce planning is critical to business success. Yet at most companies, it's still very much a work in progress.

Chances are, you're stuck with complex and clunky legacy software. Or you've settled for an error-prone spreadsheet process that can't keep pace with your fast-changing business.

There's got to be a better way. And now there is.

The workforce planning solution on the Adaptive Insights Business Planning Cloud offers a promising path forward. You get the flexibility and power to take your workforce planning to the next level while increasing the opportunity to collaborate effectively with HR and key business partners.

Create scenario and workforce plans across diverse business units

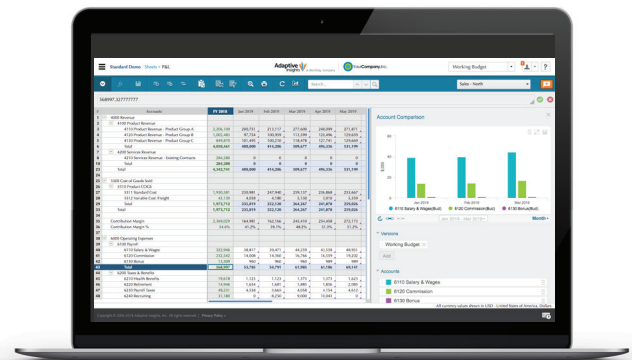
Adaptive Insights for Workforce Planning allows you to create scenario plans and standardize workforce plans across complex and diverse business units. You can manage a single standard workforce model across your entire enterprise while also building specific business and revenue models for individual business units.

With driver-based, what-if scenarios of your workforce mix and timing, you can better align your people to your corporate plan with both top-down and bottom-up workforce planning.

And you get clear visibility into your workforce composition and cost with automated allocation rules. Drill deep into data across dimensions such as job level, department, job grade, skills, projects, and locations. Break down FTE counts compared to contract workers. Then, with a single click, factor in key global and local business drivers and assumptions that can impact your workforce needs.

Make workforce planning a team sport

Workforce planning should be agile enough to become a team sport involving HR, finance, and their business partners. Our solution provides the framework, shared data, and workflow to enable greater collaboration on dynamic, flexible workforce plans.



In most companies, HR has a hard time accessing forward-looking hiring plans. Often, HR is only in the loop when job reqs get opened. Adaptive Insights for Workforce Planning fills this gap with full visibility into hiring plans—both short-term and strategic long-range—so all stakeholders can collaborate in real time.

As plans develop, they can be easily shared via dashboards and self-service reports to get feedback and buy-in. And because Adaptive Insights for Workforce Planning lets users choose between a web interface that is familiar to spreadsheet users and an Adaptive Insights-connected Excel worksheet, it's much easier to get ongoing adoption from those still clinging to spreadsheets.

Workflow management that keeps everything on track

Traditionally, planning has been done by email, offering participants very little visibility into the overall plan and no easy way to complete the plan. Now you can keep workforce plans and budgets in sync with financial plans in real time. Built-in workflow allows managers to enter, review, and approve plans and budgets.

Meanwhile, finance can track planning tasks, use discussions and cell notes to collaborate, and monitor changes and issues with a powerful audit trail.

The business agility you need



Today's business environment rewards agility—and we deliver. Our workforce planning solution helps you quickly course-correct. Rely on dashboards and dynamic reporting to monitor and analyze costs, see unfilled positions, and break down the geographical mix of your workforce. You can:

- Model skills by location, ramp time, cost of workforce, and more to meet current and long-term business goals
- Track your plans against actuals so you don't over-hire or end up short-staffed
- Analyze gaps in achieving your plan. Add planned hires, push out hire dates, change ramping assumptions, plan for attrition, and see capacity impacts in real time
- Quickly model and analyze the impacts of important events such as a merger and acquisition, divesture, or relocation

Plays nicely with your other systems and platforms

Our solution works with your other systems so you get the big picture while staying safe and secure. To be effective, your workforce plans need ERP and human capital management (HCM) data to act as drivers for financial plans, for visibility into key metrics and KPIs, and for reports.

Adaptive Insights for Workforce Planning gets it done with a user-friendly integration platform that limits the need for IT support. You can automatically tap data from HCM, payroll, and ERP/GL systems—such as Workday, ADP, and Oracle—to plan headcount, salary, bonus, payroll tax, and hours.

You can create financial plans based on an accurate picture of your workforce and its total costs with up-to-date headcount and financials built on a unified system of record. Dramatically reduce the risk of errors and free up time wasted on low-value-added tasks to focus on workforce strategy.

Safeguard your data with enterprise-class protection

We know how critical it is to protect your data, particularly workforce data. So Adaptive Insights provides enterprise-class protection, service, and resiliency you can rely on and trust. Adaptive Insights is SOC 2, Type II compliant. SOC 2 is the AICPA standard for reporting on controls at service organizations, including software-as-a-service providers. The SOC 2 attestation covers the security, confidentiality, processing integrity, and availability trust principles.

"I use Adaptive Insights to track new hires and who is slated to be hired. The ability to change a headcount assumption, and have it globally run through our entire business model to see the impact on payroll taxes or personnel allocations, is instantaneous."

DAN BRADFORD, VP OF FINANCE, HORTONWORKS

To learn more about Adaptive Insights for Workforce Planning, visit our [website](#).