

2 An overview of workforce planning

Strategic vs operational workforce planning

Strategic workforce planning guarantees an alignment to an organisation's business strategy. It is a holistic approach to assessing and analysing the internal business drivers and goals, and external environment developments impacting upon your business. It primarily focuses on identifying critical job roles and families and the strategic capabilities required to meet future goals. It typically has a three- to five-year forecast horizon. Effective and timely quantitative and qualitative data capture will inform potential future risks by predicting possible alternative futures. Actions can then be taken today to mitigate against future workforce risks.

Operational workforce planning has a shorter forecast horizon, typically three to twelve months. The focus is more on identifying skill gaps, numbers of people required to satisfy more immediate needs and mechanical processes such as recruitment or training spend. It is a tool to manage business as usual.

Timeframes for change initiatives

Another important consideration to address is the distinctive issues that occur within different timeframes of change, the type of change involved and over what period of time.

Figure 2: Different timeframes of change



"In many organisations the habitual approach to workforce planning is just a short-term budget and headcount exercise. Attempting to fix this granular and myopic is not useful unless looking longer term, especially where the environment is uncertain."

Julia Hooper, Principal, Mercer

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