

Workforce Planning

What If You Knew the Impact of Your Decisions Before You Had to Make Them?

Are uncertain economic times or changing workforce dynamics forcing you to change the way you conduct business? Are you looking at mergers, acquisitions or divestitures as a way to weather the economic storm? Will the expected global skill shortages or the aging workforce expose your organization to significant risk? Knowing the consequences of your decisions upfront makes all the difference in your ability to execute your strategy effectively. What if you could...

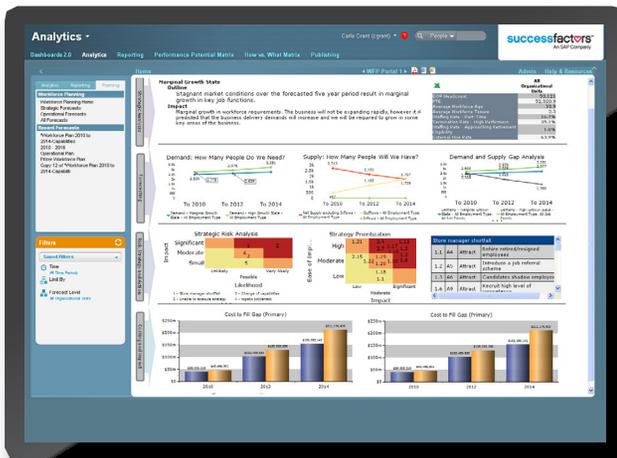
- Investigate and quantify the financial implications of strategic workforce planning decisions?
- Model the skills and competencies needed to meet your future growth strategy?
- Forecast career progression and analyze where any gaps will impact your ability to execute your strategy?
- Dynamically model organizational changes and their financial implications – in real time?
- **Make Informed Decisions** – formulate your strategy with greater confidence knowing your forecasts are based on credible workforce data from across your business systems
- **Mitigate Risks** – identify the skills and competencies needed to meet your growth strategy, any gaps produced by workforce projections and the associated risks
- **Optimize Your Results** - dynamically model different workforce scenarios and understand their financial implications – in real time - with robust “what-if?” financial modeling

Build the Foundation of your Future Success Today

With SuccessFactors Workforce Planning organizations can conduct sophisticated workforce analytics and modeling to create strategies today to insure their readiness for the future. This proven solution has been used by Fortune 500 companies around the globe for almost thirty years to help them inform business strategy and bridge the execution gap between strategy and results. SuccessFactors Workforce Planning helps:

Proven Methodology Delivers Real Results

Recognized as the global leader in defining, gathering and interpreting workforce information, designing workforce plans and developing strategic interventions, SuccessFactors has a proven methodology that accelerates organizations ability to execute effective workforce plans. The five key concepts central to this methodology are:



Identify and address critical workforce issues before they become a problem.

Get a Jump Start with Expert Advice

SuccessFactors Workforce Planning customers are part of an active user community with access to expert advice and support in the strategic use of workforce data. Services can include:

- Access to experts in the field of workforce planning, human capital strategy, human resource interventions, metrics, and data usage that drive business execution.
- Professional development services designed to help you develop the skills necessary to improve the positive impact data can have on your organization.
- Regular product webinars that cover timely, relevant topics, and share customer insights with the broader community. Regular product webinars that cover timely, relevant topics, and share customer insights with the broader community.

About SuccessFactors, an SAP Company

SuccessFactors, an SAP company, is the leading provider of cloud-based Business Execution Software, and delivers business alignment, team execution, people performance, and learning management solutions to organizations of all sizes across more than 60 industries. With approximately 15 million subscription seats globally, we strive to delight our customers by delivering innovative solutions, content and analytics, process expertise and best practices insights from serving our broad and diverse customer base. Today, we have more than 3,500 customers in more than 168 countries using our application suite in 35 languages.

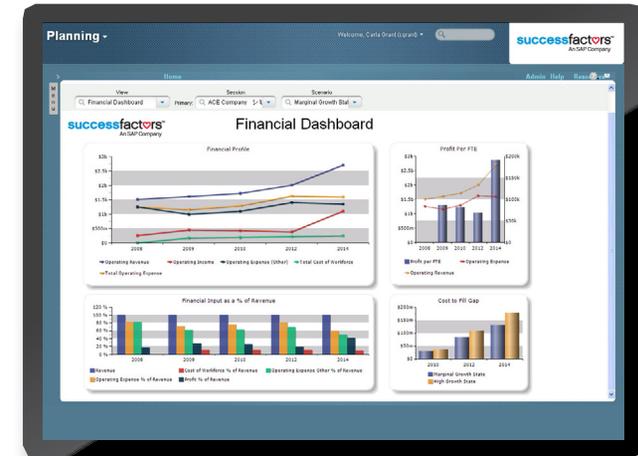


- **Strategic Analysis:** identify future state and scenarios
- **Supply and Demand Forecasting:** project the size and shape of the future workforce required to execute on business strategy
- **Risk Analysis:** ascertain workforce risks that pose a threat to business strategy execution
- **Strategy, Impact and Cost Modeling:** develop interventions and the associated impacts and costs
- **Action and Accountability:** determine how to integrate workforce strategies into overall corporate strategies and how to measure success

Feature Snapshot

SuccessFactors Workforce Planning includes:

- “What if?” impact and cost modeling - quantify the impact of various workforce scenarios, comparing the true business impact of employee hiring, development, and retention decisions.
- Automated internal supply forecasting
- Demand modeling, forecasting and gap analysis for skills across critical job roles
- Impact analysis and action planning
- “Strategy Bank” of workforce planning designs and strategic interventions
- Metrics and Benchmarks - The most complete and reliable workforce benchmarking database in the world sourcing from real transactional data, not error-prone self-reported surveys. Consistent definitions and benchmarks can be viewed by dimensions such as gender, age, and ethnic background or by job characteristics such as function, tenure, or salary.



“What if” financial modeling and dashboards help you quantify and communicate the impact of different workforce scenarios.

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