Workforce Planning Model

Strategic Workforce Planning (Senior Leadership)

ISSUE DRIVERS & INFORMATION SOURCES

STRATEGIC PLAN
- Goals & Objectives
- Performance Measures
- Business Strategies

CHANGING ENVIRONMENT
- External Environment Scan

MAINTENANCE & ENHANCEMENT
- Internal Capacity Scan

WORKFORCE ISSUES
What are the key workforce issues that will impact overall business success?

WORKFORCE GOALS
What key workforce goals must be accomplished to support business success?

WORKFORCE OBJECTIVES
What areas will you focus on to achieve your goals?

How will you know if you are achieving your goals?

WORKFORCE STRATEGIES
What strategies and action plans will you use to achieve your objectives?

- Staffing
- Infrastructure
- Organization Design
- Organization Culture
- Risk

Operational Workforce Planning (Supervisors)

ISSUE DRIVERS & INFORMATION SOURCES

EXECUTIVE DIRECTION
- Strategic Workforce Plan
- Outputs & Deliverables
- Performance Measures

CHANGING ENVIRONMENT
- External Environment Scan

MAINTENANCE & ENHANCEMENT
- Internal Capacity Scan

OPERATIONAL ISSUES
What are the key workforce issues that will impact business operations?

OPERATIONAL OBJECTIVES
What areas will you focus on to sustain business operations?

How will you know if you are effectively sustaining business operations?

OPERATIONAL STRATEGIES
What strategies and action plans will you use to achieve your objectives?

- Staffing
- Infrastructure
- Organization Design
- Organization Culture
- Risk