

Headcount planning

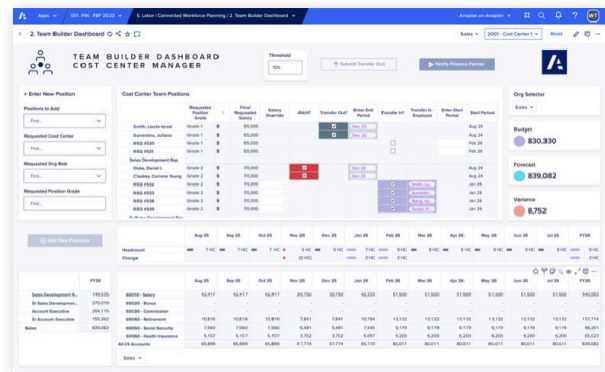


Attain greater visibility and alignment with headcount planning

People are the backbone of any company, and they often represent the largest portion of operating expenses. Therefore, robust headcount (HC) expense planning and budgeting is crucial to ensure that your organization has the right number of employees with the necessary skills at the right costs and appropriate times. This allows for the alignment of your workforce with strategic goals, leads to optimal resource allocation, and drives effective cost management. Yet, most organizations still grapple with traditional headcount planning processes that provide limited transparency and depend on manual, spreadsheet-based methods, are challenging to manage and execute, and foster a culture of silos.

Corporate finance usually sets the HC budget for different business units (BUs) to align with strategic growth or cost containment goals. They provide guidance on headcount needs based on historical performance. BU finance then takes this budget and estimates the number of employees required for each team or department, considering workload,

projects, and making assumptions around attrition rates. They also determine the associated costs for each HC request, including salaries, benefits, and other employment-related expenses. Each team or department then justifies their HC request by aligning it with the BU's objectives. This approach requires multiple iterations among different stakeholders and off-line efforts to refine plans throughout the year – if at all – to accommodate actual performance, changing business needs, and unforeseen events. In Anaplan, you have access to real-time data to make decisions any time around headcount costs.



With Anaplan for long-range planning, you can:

- **Right-size your workforce** by more accurately forecasting expenses and talent needs based on business requirements and growth outlook
- **Model unlimited “what-if” scenarios** to optimize staffing decisions and manage costs based on location, salaries, benefits, and reporting structures
- **Leverage role-based reporting** to provide transparency into budgets versus actuals, employee mobility and development, and contingent workforce hiring plans for a comprehensive view of talent strategies and their effectiveness
- **Generate real-time dashboards** to showcase key workforce metrics and trends, assess talent pool, identify promotions, and plan backfill needs based on inputs of each business and HR business partner

CUSTOMER STORY



This technology company needed to understand its workforce costs and manage spending, especially when navigating a changing business climate. They turned to Anaplan for a comprehensive financial and workforce planning solution. Their outcomes:

- Countless hours saved monthly in spend analysis to keep OpEx under control
- Flexible scenario analysis supports agility in a volatile business environment
- Granular visibility into spending empowers leaders to manage budgets more tightly



We're able to stay ahead of any challenges and market moves to achieve the prioritized targets for Outreach and our customers. The flexibility of Anaplan planning makes that possible."

Solutions Architect



Launch your finance planning transformation journey today

A recent web search across three popular job boards (LinkedIn, ZipRecruiter, and Indeed) revealed over 63,000 job openings specifically related to finance transformation. This overwhelming figure serves as a compelling testament that finance transformation is not merely a passing trend, but an absolute necessity.

The days of relying on manual, time-consuming, offline spreadsheet-based planning, budgeting, and forecasting processes are over. In today's dynamic market landscape, agility is paramount for driving your company's success. With Anaplan, connecting your corporate and business unit FP&A teams digitally becomes effortless and streamlined. This eliminates data silos, fosters collaboration, and enables informed decision-making -- enhancing your enterprise's ability to support growth and profitability.

Ready to begin your finance planning transformation today? [Request a demo now.](#)



About Anaplan

Anaplan is the only scenario planning and analysis platform designed to optimize decision-making in today's complex business environment so that enterprises can outpace their competition and the market. By building connections and collaboration across organizational silos, our platform intelligently surfaces key insights — so businesses can make the right decisions, right now.

More than 2,400 of the world's best brands continually optimize their decision-making by planning with Anaplan.

To learn more, visit www.anaplan.com

Anaplan