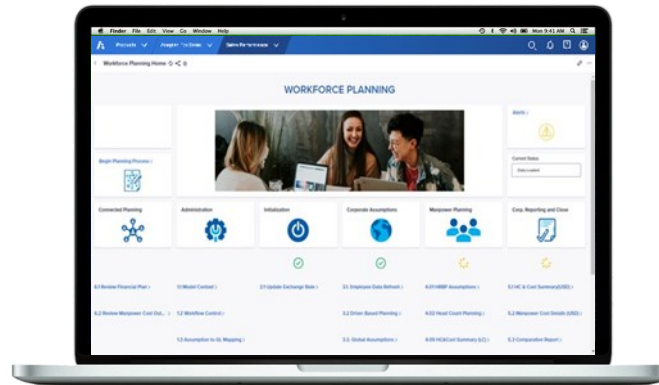


Strategic Workforce Planning Powered by Anaplan

Most enterprises lack the tools for cross functional integration critical to developing a comprehensive workforce plan. Consequently, there is an imbalance in manpower availability; HR cannot identify talent and skill gaps with confidence; and they have no option but to turn to reactive, short-term decisions adding to the cost because planning is not aligned with long-term business goals. Enterprises can prevent these failures.

ITC Infotech's solution leverages Anaplan's Connected Planning environment to help CHROs and HR Leaders improve workforce planning productivity, optimize workforce costs and prepare the future ready workforce.



There's a better way to plan your workforce

To help enterprises action their Workforce Planning strategy, ITC Infotech has designed a powerful solution on Anaplan. The solution moves enterprises from their basic budget-driven headcount methodology to an integrated, data-driven planning mechanism

It's Dynamic – Plan and allocate resources rapidly as situations evolve

It's Collaborative – Involve all the right people in decisions – HR, Finance and BUs

It's Intelligent – Leverage internal and external data to unlock predictive insights and optimize resource allocations

Key benefits

- Optimized workforce and associated costs by up to 0.25%
- Improved workforce planning productivity by up to 50%
- Improved forecasting accuracy by up to 20 percentage points
- Improved utilization of resources by up to 10 percentage points
- Reduced attrition of top talent
- Real-time collaboration across HR, finance, and business units

CUSTOMER STORY

For a Leading Global FMCG

With Anaplan integrated with its execution systems, this leading global tobacco company now has granular visibility into 50,000+ field force across 40 countries. We have implemented driver-based workload planning as per Route to Market strategies & planned field activities. Also, we linked it to right sales incentives using right performance metrics.

CHALLENGES

- Low sales productivity due to challenges in identifying the right sales headcount based on Route to Market strategies
- Imbalance between field capacity and workload
- Misaligned sales incentives and low ROI

RESULTS

- 30% Increase in Sales Productivity through driver-based workload planning
- 1.5% Increase in ROI with contextual resource allocation

“The project would not have been the success it is without the expertise and guidance of the ITC team.”

Senior Analyst, Leading FMCG

Key features

Connected Planning

- Connects financial HC projections with HR talent acquisition and business plans to align demand and supply of workforce
- Integrates workplace services and location plans with workforce plans
- Identifies opportunities to utilize internal workforce instead of hiring by matching available skillsets with required skills for open positions Links strategic workforce plans with operational plans
- Aligns the top-down plan to bottom-up workforce plan across business groups

Scenario Planning

- Provides flexible multi dimensional modeling and real-time simulation for rapid scenario planning

Seamless Data Integration

- Integrates HRIS, HCM, CRM and ERP systems into a Central Data Hub for planning
- Interoperable and extensible with flexible integrations, connectors and APIs

Embedded Intelligence

- Predicts attrition, identifies risk areas, and analyzes the impact on the business using statistical forecasts
- Optimizes workforce, headcount capacity, capability plans, and schedules based on business needs and constraints

Enterprise Scale

- Enables performance, resilience and real time calculations using a SaaS platform



Engaging User Experience

Delivers a modern, collaborative and intuitive user experience across devices

Robust Security

- Manages user access, identity management and data encryption

Key features of the Anaplan platform

Planning at scale

Enterprise-grade scale with a cloud native platform and patented in-memory Hyperblock™ engine

Voice to your data

One location for all your planning data that is trusted, connected, and current

Power decision making

Unmatched flexibility to model any scenario for the organization and by the organization

Ease of use

Engaging, collaborative, and actionable user experience

Safeguarding your present and future

Robust protection through user access controls, identity management, and data encryption

Superior visibility

Embedded intelligence and optimization to drive insights that matter

About ITC Infotech

ITC Infotech is a global technology solution and services leader providing business-friendly solutions, that enable future-readiness for clients. We seamlessly bring together digital expertise, strong industry specific alliances and deep domain expertise from ITC Group businesses. Our solutions and services are focused on Banking & Financial Services, Healthcare, Manufacturing, Consumer Goods, Travel and Hospitality.

ITC Infotech is a wholly-owned subsidiary of ITC Ltd, one of India's most admired companies.

To learn more, visit www.itcinfotech.com