

Strategic Workforce Planning

Your organisation. Improved.



Strategic wo

Today's challenges and opportunities are vast.

Ageing profiles, economic uncertainty, war on talent and failure to innovate are just some of the hurdles we jump with our people today. At the same time, global and mobile resource pools, collaborative innovation and the valuing of whole people at work are widely recognised as key performance enablers. The power in leveraging these things has never been more important to business survival.

Workforce related expenses represent more than 50% of the operating costs of most businesses. Understanding exactly what your workforce should look like and how to address issues which prevent it from achieving the vision and mission of your organisation are paramount.

Today's CEO's are asking us:

- What are the key things I can do with my workforce to have a big impact on achieving our Vision?
- How do I manage the critical risks of highly specialised skill sets or hard-to-fill roles?
- How do I get my leaders to own and manage our enterprise-wide workforce challenges?
- How do I optimise the talent I already have?

While HR has evolved to be more strategic in most enterprises over recent decades, and contemporary employers understand the power of being "an employer of choice", unless there is a process for the organisation to engage its leaders and managers in critically examining the workforce relative to the Strategy of the day, then the Strategy will continue to exist as an idea and fail to achieve an uplift in performance.

Strategic Workforce Planning is the vital, and often the missing link between organisational Strategy and execution of real work in the real world.

A high performance workforce is no accident.

Strategic Workforce Planning is a deliberate, data-driven, collaboratively facilitated process that places customers and the wisdom of people in the business at the heart of your forward direction.

Organisations who invest in Strategic Workforce Planning report:

- Direct alignment between the intention of Strategy and action "on the front line"
- Improved ROI from HR and Organisational Development interventions
- Reduced risk exposure and improved business continuity through mitigation and management of high-turnover and hard-to-fill critical roles

Workforce Planning has moved beyond forecasting headcount and core skills.

We're here to help.

The team at J&G Consulting can help reinvent your approach to Strategic Workforce Planning and improve your organisation's ability to deliver on enterprise strategies and plans.

We'll set you up so that your workforce planning process helps to drive business growth and performance, improves return on workforce investment and prepares your organisation to respond quickly to shifts in your internal and external operating landscape.

This is how we do it.

With a strong emphasis on co-design and collaboration, genuine engagement is the cornerstone of our approach to Strategic Workforce Planning. We'll take the time to understand your unique needs and challenges and design a bespoke program that really works for your organisation.

We work with you and your team to identify and articulate meaningful workforce strategies that prepare your business for the short, medium and long-term.



Our commitment to a brighter future.

We are in demand because our contribution to strategy, organisational design and human behaviour have real business impact and our commitment to co-design builds internal capability to sustain change long beyond the term of our engagements.

To commence the journey that will craft your Workforce Strategy to realise your organisation's vision, contact J&G directly for a complimentary and confidential conversation.

"J&G are without doubt among the highest calibre HR strategists I have had the opportunity to work with ... their skills in developing and implementing significant business programs in challenging environments are exceptional."

*Executive Director,
ICT Strategy & Planning, Department Of Science, Information Technology & Innovation*

Let's talk.

Ask us for more information on:

Governance & Performance;
Organisational Reviews & Redesign;
Enterprise & Workforce Strategy;
Transformation & Change;
Executive Development & Search.

Head office:

Ground Floor
Cnr Jane Street & Riverside Drive
West End, Brisbane QLD 4101 Australia
PO Box 5828, West End QLD 4101 Australia

T: +61 7 3844 0124
E: hello@johnstongoldsmith.com.au
johnstongoldsmith.com.au



[linkedin.com/company/
johnston-&-goldsmith](https://www.linkedin.com/company/johnston-&-goldsmith)



twitter.com/Johnstongold

