

AGILE WORKFORCE PLANNING

APQC Human Capital Management Research Overview

Topic Overview and Scope

Organizations are becoming more agile in how they approach strategy and operations. As a result, they must also become agile in how they conduct workforce planning. This APQC research study will leverage APQC's unique expertise in process, benchmarks, and best practices to report out on how organizations are conducting workforce planning today. It will explore to what extent and in what ways organizations are using traditional versus more agile workforce planning methods. The research will also explore the extent to which current workforce planning approaches are proving sufficient for responding to pandemic-driven business changes and whether organizations using agile approaches report being better able to respond.

Audience

- » HR professionals responsible for workforce planning
- » HR professionals responsible for workforce analytics
- » Chief Human Resource Officers (CHROs)
- » Business leaders involved in workforce planning
- » C-suite and other executives involved in strategic planning

Research Questions

Workforce planning entails identifying the capabilities that the organization needs and making plans for how the organization will obtain them. This APQC research study aims to answer the following questions regarding workforce planning.

- » How are organizations conducting workforce planning today?
 - Which traditional methods are used?
 - Which agile methods are used?
- » Are current workforce planning approaches meeting business needs?
 - Are certain workforce planning approaches (traditional versus agile) proving more sufficient for addressing pandemic-driven business change?
- » What workforce planning challenges are organizations experiencing?

ABOUT APQC

APQC helps organizations work smarter, faster, and with greater confidence. It is the world's foremost authority in benchmarking, best practices, process and performance improvement, and knowledge management. APQC's unique structure as a member-based nonprofit makes it a differentiator in the marketplace. APQC partners with more than 500 member organizations worldwide in all industries. With more than 40 years of experience, APQC remains the world's leader in transforming organizations. Visit us at <https://www.apqc.org/>, and learn how you can make best practices your practices.