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## features

### What Makes Workforce Planning Hot, Hot, Hot? 5

By Dr. Mary B. Young, The Conference Board

With the advent of ERPs, integrated databases, and powerful data-mining tools, strategic workforce planning is quickly becoming the new “it” capability, especially for large companies with dispersed workforces. Once the global economy improves and companies gain more experience, HRIS data will be integrated with financial, operations, supply chain, marketing, sales, and other kinds of data to produce business intelligence and enhance company performance.

### Strategic Workforce Planning – The Foundation of Talent Management 9

By Stacy Chapman, Aruspex

Your workforce plan is the foundation for talent management. It includes a rich description of the current and future workforces, and clear illustrations of the changes you’ll make to achieve the right future. Because it describes the future workforce in terms of size, skills, style and segments, you connect your full talent strategy to it – this is the link between the business strategy and HR.

### Managing the Supply and Demand for Talent: A Human Capital Model for the 21st Century 13

By Heidi Spirgi, Knowledge Infusion

Workforce planning, talent management and workforce management, while historically treated as processes and systems in silos by HR professionals and vendors alike, together form a whole that is larger than the sum of their parts. Companies can become stronger by successfully managing the supply and demand for talent, if they will think and act in new ways and strive for a new human capital model for the 21st century.

### Ameriprise Financial: A Journey in Human Capital Analytics 18

By Penny J. Meier, Ameriprise Financial

As the U.S. workforce continues to shrink and competition for talent increases, there is an incredible opportunity for HR to increase its value to organizations. By utilizing human capital analytics to provide key insights to the business, and refining the products and services it offers, HR can play a key role in driving business results.

### The Value of Workforce Planning 21

By Peter Louch, Vemo, Inc.

Don’t focus too much on the ROI of purchasing a workforce planning technology and bringing on additional resources. Demonstrate the benefits of aligning talent investments and talent management programs with business priorities and the tremendous value of improvements in process, and the priceless strategic ROI derived from that approach. Once the benefits of this approach are understood and the value is recognized, it will be a no-brainer to have the right tools and resources available.

## IHRIM.link

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