

2.2: 4 Criteria of Workforce Planning

Reading

As a manager, it's important to look ahead and consider where the organization is going. Read the document attached below and consider:

- What is your strategy?
- How will you make sure you have your team ready to take on the new challenges?

Also review the graphic below to learn more about a framework for strategic workforce planning.



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Image Source: Eric Van Vulpen. "Strategic Workforce Planning 101: Framework & Process." *Academy to Innovate HR*.

The graphic shows 4 criteria of workforce planning including:

Right Size

- low friction
- no excess vacancies
- not overstaffed

Right Shape

- critical competencies
- succession management

Right Cost

- cost efficiency
- manageable cost

Right Agility

- agile
- resilient
- flexible

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