



Navigating the Next Workforce Crisis – A Future-Proofing Playbook

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WHY WORKFORCE PLANNING CAN'T WAIT

Workforce planning has become a critical yet complex challenge as organizations face economic fluctuations, technological advancements and shifting work models. Many businesses struggle to effectively execute workforce strategies as only 19 percent of HR leaders feel prepared for unexpected labor shortages. To stay competitive, organizations need to transition from static workforce planning to a dynamic, cross-functional approach that integrates long-term strategy, mid-term scenario modeling and near-term talent management.

STRATEGIES TO UNLOCK WORKFORCE PLANNING'S POTENTIAL

All organizations can take these steps to create a future-ready workforce planning model that aligns with strategic goals and adapts to changing market demands:

- Understand Talent Risk and Exposure
- Implement Data Driven Market Scenarios
- Segment Action Plans
- Mobilize Against an Evergreen Set of Skills

A&M's Talent, Organization and People team helps organizations proactively manage talent risk through strategic workforce and manpower planning. We work closely with senior leadership to ensure alignment, offer tailored solutions for human capital optimization, and support the achievement of your long-term business goals.

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