

SECURE YOUR FUTURE SUCCESS THROUGH STRATEGIC WORKFORCE PLANNING

With tailored solutions and a focus on the right talent for you, we support your company with effective capacity planning. Aligned with your business strategy, we ensure that you have the right skills and capabilities to achieve your future goals and drive long-term success.

Innovative HR Strategies for Your Future.

In today's dynamic business environment, the ability to swiftly adapt to market changes and technological advancements is no longer optional – it is critical to success. Challenges such as talent shortage, high employee turnover, and digital transformation require customized and forward-thinking solutions.

Our Strategic Workforce Planning consultancy enables you to ensure you have the right skills portfolio (optimal number of skilled people), identify skills gaps early and address them through targeted skills development, talent acquisition and organizational change.

Our managed HR solution combines in-depth consulting expertise with scalable resources to deliver a seamless, tailored service. We synchronize your HR strategy with the overarching business objectives, promote employee retention, development and career planning, and enhance workforce satisfaction through proactive planning and adaptable organizational structures.



YOUR CHALLENGE

- Skill Shortages
- Digitalization
- Talent Retention and Development
- Succession Planning
- DE&I Strategy



OUR APPROACH

- Strategic Goal Definition
- Current State Analysis & Target State Development
- Identification of Skill Gaps
- Actionable Recommendations
- Supportive Change Management



YOUR BENEFITS

- Proactive Risk Management
- Securing Competitive Advantages
- Active Skill Development
- Enhancing Employee Satisfaction



90 | 25 | 11.000
Locations | Countries | Professionals

Protiviti advises companies in a hands-on way and on a par in the areas of strategy, organizational transformation and optimization, ESG, digital transformation, risk management, internal audit and control systems, compliance, and IT. Together, we find individual solutions to position your company for years to come. Face the Future with Confidence.



ANALYSIS OF THE CURRENT STATE

Collection of information regarding workforce

Map skills to roles and teams for a clear organizational view

Assess proficiency using surveys, feedback, and tests to understand current expertise



DEVELOPMENT OF THE TARGET FUTURE STATE

Assessment of corporate strategy and strategic/future workforce planning

Future-Oriented Analysis of required skills and roles

Creation of competency matrices based on identified needs



IDENTIFICATION OF COMPETENCY GAPS

Thorough Gap Analysis: A comparison of current and target states, with prioritization based on criticality



DERIVATION OF ACTIONABLE RECOMMENDATIONS

Development strategies for missing or expandable competencies

Through surveys, questionnaires and interviews of employees, 360-degree feedback, and supervisor evaluations, we identify the success critical skills and the corresponding competency levels for each job function. Furthermore, our forecasts incorporate your strategic objectives, including growth targets, changes to the product portfolio and customer segments, political and regulatory developments, as well as market and technology trends.

By analyzing the current state against the desired current state, we identify any skill gap and assess their magnitude. These insights, combined with your corporate strategy, departmental criticality, workload, and turnover rates, help prioritize and identify the action plan and the respective priorities. Finally, we provide actionable recommendations to develop the required competencies.

CHECKLIST

YOUR BENEFITS



OUR KNOW-HOW

We provide experienced consultants, project and change managers, and experts in capability management and talent development, offering deep industry, process, and project expertise.



OUR EXPERTISE

Successful delivery of a capability management project in the energy sector, among other industries (references available upon request).



OUR PROMISE

With our expertise in strategic workforce planning, we ensure the "right" staffing for your key positions and a future-ready workforce, delivered through a solution tailored specifically to your needs.

Contact



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