Are These 5 Workforce Planning Challenges Costing You?

Discover What High-Performing Companies Do Differently.



Challenge #1: Poor Visibility into Workforce Needs

You Can't Plan What You Can't See.



Why It Hurts:

accurately identify current or future skills gaps. Without clear insight, workforce

decisions are reactive and often wrong.

65% of HR leaders say they can't

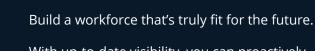


Use real-time dashboards to map current skills,

What Smart Companies Do:

spot capability gaps, and forecast future needs based on strategic goals.





The Result:

With up-to-date visibility, you can proactively

address gaps, reduce last-minute hiring, and ensure your people strategy supports business growth.

Challenge #2: Disconnected HR and Finance Planning When Teams Don't Plan Together, Strategy Suffers.



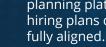
The Result:

Why It Hurts:

slowing strategy execution.

financial strategy. Shared data and workflows lead to better-informed decisions, faster hiring approvals, and

Challenge #3: Relying on Spread-sheets to Run Your Workforce



Connect HR and Finance in one integrated planning platform to build headcount, cost, and hiring plans collaboratively - in real time and

What Smart Companies Do:



fewer last-minute budget surprises.

Manual Planning Slows You Down And Opens You Up To Risk.



weeks-long update cycles.

Why It Hurts:

58% of companies still rely on spreadsheets,

leading to errors, version issues, and



update data instantly.

What Smart Companies Do:

Automate workforce planning with collaborative

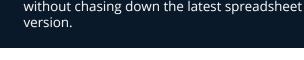
tools that reduce admin, ensure accuracy, and

The Result:

Spend less time managing data and more time

With automation, your team gains speed, confidence, and the ability to act in real time,





making decisions.

Why It Hurts: **What Smart Companies Do:**

so every hire, role change, or delay shows its plans aren't linked to financial models, leading to overspending or delays. true budget impact.



Gain complete control over labour costs.

and ensure hiring stays aligned with business and budget goals.

Understand the financial impact of every decision in real time, avoid overspending,

Labour makes up 70% of costs, but most hiring

When change hits, most teams scramble instead of responding.

Only 1 in 5 companies can model "what-if" workforce scenarios, making them slow to

Why It Hurts:

react to change.



Connect workforce plans to financial forecasts



Run agile scenario plans to test the impact of

restructures, hiring freezes, location shifts, or

remote work, before they happen.

Stay one step ahead of change.

Scenario modelling helps you prepare for disruptions, test ideas safely, and respond with confidence, no matter what tomorrow brings.

The Result:





Spreadsheets and silos won't cut it anymore. It's time to evolve with a connected, agile workforce planning solution that brings HR and Finance together.

Explore Decision Inc.'s unique Explore Now



approach to workforce planning.



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Take Control of Your Workforce Future