

Case Study:

Implementing Workforce Planning: Laying the foundation to build tomorrow's workforce today

TAC's Expertise-as-a-Service® (EaaS™) is a breakthrough concept designed to provide today's IT organization of any size with a flexible, scalable, networked set of services, skills, and solutions.

Issue: TAC's client — a Fortune 100 technology company — was looking to kick off a workforce planning initiative. Workforce planning is the HR-type function of ensuring that the workforce you currently have will meet the challenges of tomorrow. The client organization had done some work towards implementing the project, and recognized that workforce planning would be very complex in their enterprise.

Question: Before they fully committed to the project, they asked TAC: What enterprises are doing workforce planning? How is it being measured in terms of costs, career impact, etc.? What are the trends?



Solution: An expert phone consultation was arranged with TAC Expert Steven Venokur, who is well versed in workforce planning and benchmarking issues. The client recognized during the teleconference that while they had what they had assumed was sufficient monetary and personnel support, they did not yet have the top-management support aligned to successfully execute the initiative. At the conclusion of the 60-minute call, the client determined that the project would be overwhelming in scope and would consume more resources than they had allocated for the project.

Client Action: Because of the huge scope of the intended project and lack of firm management support, the client decided not to green light the project. The organization had been prepared to commit significant funds, in the seven-figure range, to the project for software, training, and processes to support their effort.

Contact TAC now to find out how to get the right answer to your question in the right context "right now."

