retaininternational

Shape the future of your workforce

How a data-driven approach to talent management can help HR leaders prepare their organisations to compete effectively in tomorrow's talent marketplace.

Introduction

When disruption is shaking your industry and forcing you to rethink the way you do business, the ability to accurately identify and plan for evolving skills requirements becomes a crucial capability for long-term success. In this eBook, Retain shows how a data-driven approach to talent management can help HR leaders prepare their organisations to compete effectively in tomorrow's talent marketplace.

Disruptive change is on the horizon

For businesses, attracting, developing and retaining talent have always been key priorities. This is particularly true when the organisation needs an injection of new skills to take advantage of new opportunities.

We're at just such a moment now: as disruptive technologies such as machine learning, automation and blockchain enter the mainstream, the ability of HR teams to accurately predict skills requirements and source, retain or develop appropriate expertise in these key areas is more important than ever.

As increasing numbers of businesses embrace digital transformation, demand for future-facing skills will only grow. To avoid a skills crunch, HR must be able to plan talent requirements even further ahead.

Identifying the opportunities within

Upskilling existing personnel can help alleviate the challenges of a more competitive talent marketplace. However, to plan talent development effectively, HR must be able to answer key questions such as: "What are our short, medium and long-term skills requirements?", "how many employees already have the skills we will need, and at what level?", and: "which of our employees have expressed an interest in acquiring or developing the target skills?"

On the surface, these questions seem straightforward – but answering them accurately is difficult. For many teams, resource planning and talent management depend on siloed, spreadsheet-based processes. Because these approaches are unable to deliver clear visibility of skills across the enterprise today, they are also unable to deliver reliable data for future planning.

"Organisations with effective talent-management programs have a better chance than other companies of outperforming competitors and, among publicly owned companies, are likelier to outpace their peers' returns to shareholders."
WINNING WITH YOUR TALENT MANAGEMENT STRATEGY, MCKINSEY GLOBAL SURVEY, AUGUST 2018

Do you have the tools for effective talent management?

To provide effective support to the business, it is vital for HR to make plans based on insight, not just instinct. By replacing multiple resource planning and talent management spreadsheets with a single, enterprise-class platform, HR can capture richer data on employee skills, competencies, development goals and more.

Engage employees with the planning process

An effective resource planning and talent management solution will empower and incentivise employees to keep their own skills data up to date. With accurate data on current skills, HR can not only identify future skills requirements, it can also help employees with an interest in those skills to develop them further.

Maximise time spent on value-added work

By making it fast and easy for employees to update their skills and goals, and capture their time and report progress on their projects, HR can ensure that data entry doesn't dent employee productivity. Employees should be able to access and update their data from any location, and from any device.

The Retain difference

Retain offers all these capabilities in a single, web-based solution. With leading-edge analytics at its core, Retain enables accurate future planning around the cost, capacity and utilisation of the workforce. The benefits of a data-driven approach are substantial – and McKinsey reports that people analytics of this kind can result in a 25% rise in business productivity and a 50% decrease in attrition.

Are you making the best use of the skills and resources in your organisation?

Gaining insight into the skills of the workforce is only the first half of the talent management equation. To drive up productivity, reduce employee stress and decrease the risk of attrition, it is vital for businesses to ensure that projects can be assigned in a balanced way that takes into account the skills and professional development goals of each employee.

Allocate the optimal resources to each project

Every employee is unique, with different professional experience, industry knowledge, certifications and qualifications. With a business-rules driven platform, resource planners can ensure that employees work on projects that best fit their specific profile – driving up satisfaction and keeping retention rates high.

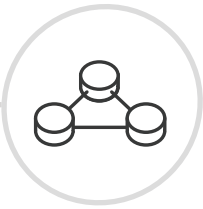## Boost the efficiency of the planning process

An effective resource planning and talent management solution will enable planners to identify key variables such as employee schedules, skills and availability at a glance – allowing them to build efficient resource plans rapidly.

The Retain difference

Retain offers resource planners powerful data visualisation tools for resource allocation. Because Retain is powered by an accurate, fine-grained store of talent management data, planners can rapidly identify skills needed for upcoming projects, and assign appropriate personnel via a simple drag-and-drop interface.

Do you have the reporting capabilities to ensure you are meeting your talent goals?

If skills gaps develop in an organisation, the effects on the revenue can be significant. The best defence is to respond proactively to emerging gaps and close them before they result in missed opportunities. Effective reporting is essential to identify these types of threats fast and ensure the business never needs to turn away work for this reason.

Create comprehensive forecasts

A future-ready resource planning and talent management platform should offer the ability to create what-if scenarios to identify potential risks in the talent strategy. By creating "ghost bookings", planners can understand the likely impact of their scheduling decisions and determine whether the current skills and resources are sufficient to meet anticipated future demand.

See the big picture

For many businesses, employee talent is simultaneously the biggest cost and largest generator of revenue. To avoid the revenue risks of under-utilising talent, it is crucial to be able to see accurate, timely reports around key performance indicators such as the projected hours and expenses for each project, and average revenue per employee.

The Retain difference

Retain offers a comprehensive range of reporting templates that empower HR leaders to gain deep insight into the performance of their talent strategies. Through a single, intuitive interface, teams can report on current and upcoming projects, employee utilisation, project costs and revenues, and more.

Enhance your talent management capabilities with Retain

Trusted by leading enterprises around the world

Retain is a game-changing resource planning and management solution that helps the Big Four accountancy firms among many other businesses get the most out of their talent and prepare for their future workforce needs. Retain captures key data such as employee skills, competencies and qualifications, and matches each project to the team-members with the optimal skills profiles, availability and geographic location.

Harness the power of your talent to drive growth

Retain provides a highly efficient way for employees to collaborate with HR and actively participate in their professional development, while minimising the need for time-consuming administrative tasks. By ensuring that employees always have rewarding, skills-relevant work to do, HR teams can lift satisfaction, boost productivity, and reduce attrition.

Explore how Retain can help you get the most out of your people

Retain offers a highly flexible resource planning tool that can be customised to meet resource scheduling and talent management needs for businesses of all sizes across a wide range of industries.

To learn why companies around the world are managing more than 1.5 million employees using Retain, call **020 7538 4774** to schedule a demo today, or visit: **www.retaininternational.com**

Retain offers a highly flexible resource planning tool.

Next Steps

Explore how Retain International can help you effectively allocate staff, manage costs and support financial projections.

To learn more, visit:

https://www.retaininternational.com

To schedule a demo, call as us at

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