

Global Chemicals Manufacturing Company Standardizes Workforce Planning Process

24 Weeks of Effort | 30+ Countries

Decentralized Planning

- 300+ Planners with varying responsibilities for planning
- 30+ sets of country specific benefits

Single & Multi-Year Planning

- Personnel Expense Modelling for Active Roster and Open Positions for Short Range Planning
- Volume-Based Headcount Modelling for 10 Year Plan

Change Management

- Conducted End User Training across EMEA, APAC, and Americas
- Organizational-Wide Change Management

Reporting

- 10+ Headcount and Expense Based Reports
- 2 Dashboards supporting simultaneous planning and reporting

Providing a unified, single system approach by combining Workday and Non-Workday Headcount Planning Processes

The Invisors team developed a **consolidated planning methodology** + **change management strategy** to successfully build and deploy **Workday Adaptive Planning** to plan for headcount and expenses in both existing and future locations

With this deployment covering a **global** scope and planning of workforce being led by local HR and Finance there was plenty of **uncertainty** and **variety** surrounding requirements and a true need to go from multiple and nonsystematic processes to **one merged and efficient planning process**.

From our Customers



"Finished my official Headcount plan using the Active, Open Positions, and Non-Req HC sheets seamlessly! No issues or problems and was straightforward! Based on my previous process to create my own excel spreadsheets to calculate salary and benefits for the LRP and AOP, a dramatic and welcome improvement and boost to productivity!"

