TALENT PLANNING SOLUTION
VIDEO TRANSCRIPT

Today's talent landscape is competitive, brought about by a shrinking labor pool, shortage of workers with in demand skills, growth of the gig economy, with increasing impact of AI, ultimately impacting company's ability to wisely use existing employees and retain them.

Given the nature of these trends, HR becomes strategic capability and makes the most of its existing workforce and enables better resource planning. It can with Accenture's Talent Planning Solutions powered by SAP Leonardo.

With this solution, the intelligent enterprise can visualize the end-to-end talent supply chain, connecting strategic business plans to talent decisions and scheduling. The talent planning solution combines data from SAP SuccessFactors in your learning management system and applies SAP predictive analytics in the cloud.

The outcome, real-time tracking of resource demand and supply categorized across the business, the ability to measure skill gaps and talent risk and the data to forecast, enabling HR to realize more value from personnel planning. HR is empowered to take proactive workforce actions based on predictive insights to boost employee utilization, optimize labor specs and improve project delivery.

With better skilled resources and lower risk of budget overruns. With access to high level information and alerts, talent planning leads can instantly assess the situation, identify resources available at a global, local or department level.

The automated matching algorithms then optimize the matching of resources to demands.

Project managers can see where talent gaps lie and can track demand, supply and utilization across company projects. The talent planning solution also makes it easy to simulate alterative project scenarios, so managers can predict and plan for skill shortages or opportunities to reallocate resources.

For employees, this intelligent application allows them to monitor past projects and plan their career development. Based on market demand and available trainings, the talent planner can recommend the best training to enhance in demand skills, as well as match an individual's capabilities and preferences to upcoming projects.

The advanced data automation, visualization and collaboration available in the Talent Planning Solution, allows for more proactive decisions throughout the business. And supports better utilization of existing talent pools for a positive impact on employer retention and engagements.

To realize more value through reduced talent risk, optimized labor cost and approved utilization, find out more and see how Accenture can help you innovate with speed and agility.