

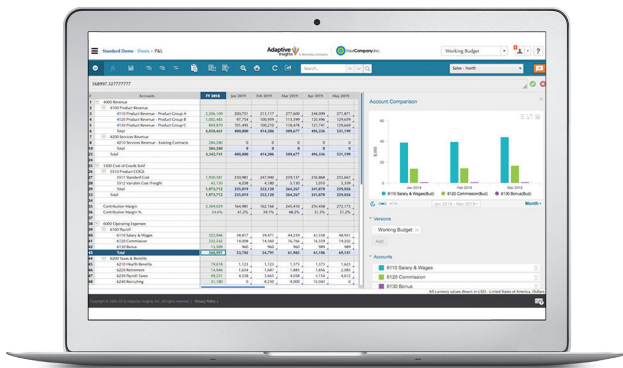
Adaptive Insights for Workforce Planning

Everyone knows workforce planning is critical to business success. Yet for most companies, tools for successful workforce planning are still a work in progress.

Chances are, you're stuck with complex and clunky legacy software. Or you've settled for an error-prone spreadsheet process that can't keep pace with your fast-changing business.

But now there's a better way.

Adaptive Insights for Workforce Planning offers a promising path forward. You get the flexibility and power to take your workforce planning to the next level, enabling HR to collaborate effectively with finance and key business partners while allowing functional and business unit leaders to plan the way they need to.



Create scenario and workforce plans across diverse business units.

With Adaptive Insights for Workforce Planning, you can create scenario plans and standardize workforce plans across complex and diverse business units. Manage a single strategic workforce model that distributes across your entire enterprise while also building specific business and revenue models for individual business units.



With Adaptive Insights now part of Workday, our customers can plan, execute, and analyze in a single system across the entire enterprise.

With driver-based, what-if scenarios of your workforce mix and timing, you can better align your people to your corporate plan with both top-down and bottom-up workforce planning.

And you get clear visibility into your workforce composition and cost with automated allocation rules. Drill deep into data across dimensions such as job level, department, job grade, skills, projects, and locations. Break down FTE counts compared to contract workers. Then, with a single click, factor in key global and local business drivers and assumptions that can impact your workforce needs.

Make workforce planning a team sport.

Workforce planning should be agile enough to become a team sport for HR, finance, and their business partners. Our application provides the framework, shared data, and workflow to enable greater collaboration on dynamic, flexible workforce plans.

In most companies, it's difficult for HR to access forward-looking hiring plans. Often, HR is only in the loop when job reqs get opened. Adaptive Insights for Workforce Planning fills this gap with full visibility into hiring plans—both short- and long-term—so all stakeholders can collaborate in real time.

Bridging to finance, you can now easily link your workforce plans to financial models with up-to-date head-count plans and related costs. This dramatically reduces the risk of errors and frees up time wasted on low-value-add data consolidation tasks to focus on workforce strategy.

As plans develop, share them easily via dashboards and self-service reports to get feedback and buy-in. And because Adaptive Insights for Workforce Planning lets users choose between a web interface familiar to spreadsheet users and an Adaptive Insights-connected Excel worksheet, it's much easier to get ongoing adoption from those still clinging to spreadsheets.

Workflow management that keeps everything on track.

Traditionally, planning has been done via email, offering workers little visibility into the overall plan and no easy path to completion. Now you can keep workforce plans and budgets in sync with financial plans in real time. Built-in workflow allows managers to enter, review, and approve plans and budgets.

Meanwhile, planning administrators can track tasks, user discussions, and cell notes to monitor changes and issues with a powerful audit trail.



The business agility you need.

Today's business environment rewards agility—and Adaptive Insights for Workforce Planning delivers. Our solution helps you quickly course-correct, and you can rely on dashboards and dynamic reporting to monitor and analyze costs, view open positions, and break down the geographical mix of your workforce. You can:

- Model skills by location, ramp-up time, cost of workforce, and more to meet current and long-term business goals
- Track your plans against actuals so you don't over-hire or end up short-staffed
- Analyze gaps in achieving your plan; add planned hires, push out hiring dates, change ramp-up time assumptions, plan for attrition, and see capacity impacts in real time
- Quickly model and analyze the impact of important events, such as mergers and acquisitions, divestitures, or internal restructuring

Tightly link planning to execution and analysis.

Bringing your planning, execution, and analysis needs all onto one platform drives our vision for planning. Adaptive Insights, a Workday company, helps you plan your workforce at the speed of business change.

To be effective, your workforce plans need ERP and human capital management (HCM) data for visibility into key people metrics and movements, and to act as drivers for financial plans and reports. From one platform, analyze critical skills needs, identify gaps and determine how best to fill them, then put your plans into motion leveraging the business process framework in Workday. Build in succession plans, ramp-up time for new hires, and cost of learning programs for current employees to inform your hire-build-or-borrow people decisions.

Adaptive Insights for Workforce Planning also offers a user-friendly integration platform that limits the need for IT support. In addition to being tightly linked to your financial and HR data in Workday, you can automatically tap into data from third-party sources, such as salary and benefits benchmarking data, to more accurately drive your workforce planning decisions.

Safeguard your data with enterprise-class protection.

We know how critical it is to protect your data, particularly workforce data. Workday and Adaptive Insights provide enterprise-class protection, service, and resiliency you can rely on and trust, with SOC 2, Type II compliance—the AICPA standard for reporting on controls at service organizations, including software-as-a-service providers. The SOC 2 attestation covers security, confidentiality, processing integrity, and availability trust principles.

“I use Adaptive Insights to track new hires and who is slated to be hired. The ability to change a headcount assumption, and have it globally run through our entire business model to see the impact on payroll taxes or personnel allocations, is instantaneous.”

—Dan Bradford, Vice President of Finance,
Hortonworks



+1-925-951-9000 | +1-877-WORKDAY (+1-877-967-5329) | Fax: +1-925-951-9001 | workday.com