

data sheet

Saba Workforce Planning

Benefits:

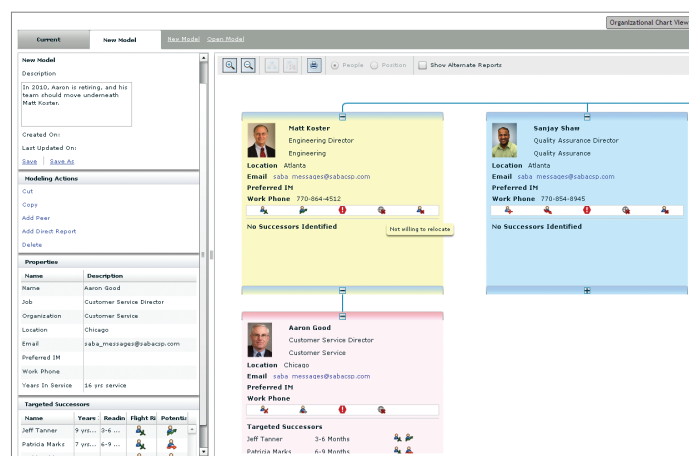
- Proactively identify future workforce needs before they become critical
- Ensure you have the right people in the right roles at the right time to achieve organizational success
- Reduce the risks associated with staffing gaps and turnover

Features:

- Model future workforce allocation through a rich, graphical user interface
- Create and save multiple workforce model iterations using organization charts and extensible 9-box grids
- Access robust decision-support tools and detailed profile data make key talent decisions
- Position-management features enable a global view of open and filled positions, incumbents, succession candidates, and success requirements
- Configurable to support unique organizational needs

In today's ultra-competitive environment, smart organizations have spent significant time and resources defining and communicating a corporate strategy that charts a course for success. However, few of these organizations can tell you if they have — or will have — the people to execute against this plan. Historically, very little focus has been placed on the actual people that make up these plans, and how the plan interacts with your talent, performance, and development strategies. This situation can result in significant operational risk, as these people gaps constrain the organization from achieving its goals. Thus, organizations are quickly recognizing that the ability to execute the strategic plan relies upon having the right people with the right skills and experience needed to bring the organization to the next level.

Saba Workforce Planning is the industry's first solution that moves beyond general headcount-based planning to enable organizations to model their future based on unique people profiles and position requirements. As part of a unified people management platform that includes learning, performance, talent, and compensation management solutions, Saba Workforce Planning provides organizations with the dynamic decision-support tools they need to model different workgroup iterations to identify risk and take action.



Saba Workforce Planning enables managers and talent administrators to create and save workforce models using familiar, visual views such as organizational charts.

Unique Modeling Based on People Profiles and Job Requirements

By moving beyond headcount-based planning, which only considers people from a budget perspective, Saba Workforce Planning empowers organizations to align valuable people process information with business objectives to model future states. Both workforce planners and line managers are empowered with the ability to create and save models of the organization's future utilizing familiar visual representations of the organization's talent such as organizational charts and extensible 9-box grids. And because Saba Workforce Planning is part of the Saba Talent Suite, these models are based on much more than just budgets and numbers.

Saba Advantage

Focus on Customer Success

Saba provides comprehensive services to ensure customer success: strategic consulting to develop governance, content, and competency models; complete implementation services; initial and ongoing education services; and world-class customer support. We focus on all aspects of the project lifecycle, driving success in meeting business objectives.

Global Capability

With 17 offices located on five continents, 23 product languages, and support centers in five different time zones from San Francisco to Tokyo, Saba is committed to global business. Our capabilities are extended by a partner ecosystem of leading global technology and services providers, such as IBM, Deloitte, and HP; local partners in more than 30 countries; and hundreds of learning and competency vendors around the world.

Industry-Leading Experience

With more than 10 years of industry experience, Saba has more strategic people management expertise than anyone else in the marketplace. From the first enterprise Learning Management System in 1997, to the first unified learning and performance management system in 2001, to the first enterprise people management platform with real-time collaboration in 2006, Saba's solutions have continuously drawn on this expertise to become the world's most advanced platform for managing formal and informal people processes.

Flexible Delivery and Deployment

Saba offers a full range of deployment models, from on-premise and hosted to a fully OnDemand solution. Saba OnDemand solutions provide customers with the same world-class capabilities offered in a highly economical software-as-a-service model. Regardless of how they are deployed, Saba's solutions cost-effectively address your unique business needs and provide best practices captured from the most admired organizations in the world.

Full insight is provided into detailed people profiles, job requirements, and talent metrics that help the organization highlight areas of risk, such as too few employees with the particular skills needed for a critical role.

Dynamic Decision-Support Tools

Accurate, detailed workforce plans can drive better decision-making in almost any people process. The most important decisions require access to rich profile data as well as innovative views to compare talent and help inform future workforce placement. This embedded decision support is particularly helpful in situations such as:

- Promotion and/or successor selection — Which people will move where?
- Compensation — How much will the workforce we need cost, and how might a change in how we spend affect how we retain key performers, high potentials, or critical roles?
- Development planning — What are the critical skills we need to develop internally and how long will it take us to get there?
- Recruiting — Which roles are needed immediately and need to be filled via recruiting efforts, rather than internal development?

People “System of Record”

Just as Saba Enterprise provides the tools to create a meaningful success plan for an individual, managers also need tools that help plan for an organization's future success. To do so, a people “system of record” is needed that enables a global view of open and filled positions, incumbents, succession candidates, and success requirements for positions across the organization. Working in conjunction with job, role, audience, and organizational information, these innovative position-management capabilities enable an additional level of granularity for processes such as succession management, where position-specific requirements need to be articulated.

Saba Workforce Planning leverages the strength of Saba's people management platform to model an organization's future using a unified, configurable people system of record. As a result, organizations can proactively identify future workforce needs before they become critical, ensure you have the right people in the right roles at the right time to achieve organizational success, and reduce the risks associated with staffing gaps and turnover.