

Road Map to Transition from Traditional Work Force Analytics to Resource Planning & Optimization

Realizing Real Impact and Tangible Results

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DEFENSE

*s*tryker







Fellows Program





The Story of Resource Planning & Optimization

From an Idea to an organization with Real Success



- Intrinsic Challenges in Workforce Analytics
- The Goal of Capacity Planning
- Framework for Ensuring Sustainable Value
 - The Commitment
 - The Team
 - The Approach
 - The Process
 - The Deliverables
 - The Organizational Influence
- Real / Tangible Results
- Measuring **Real** Success

The "Intrinsic Challenges" with traditional Workforce Analytics (WFA) can start with low trust and end with a lack of long term positive impact...but it does not have to be that way

Why They Exist

WFA Challenges

Lack of Trust	 Assumption that Operation lacks analytical insight Assumption that Analysts don't know the business
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Inherent Conflicts of Interest	 Sponsor wants less heads, Ops Leader wants more Analyst satisfies the highest bidder
Hyper Focus on System- Based Quantitative Analytics	 Prior challenges make collaboration difficult Left brain dominant professionals favor "hard" science
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Independent Model Development	 Lack of engagement (Bus. Partner) & ownership (Analyst) Less resistance / discomfort for analyst to just "crank"
"One and Done" Mentality	 Re: External Analysts: Expensive fees Re: Internal Analysts: Tendency toward re-prioritization
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Lack of Grass Roots Support	 Negative emotional responses to external forces Lack of customized, team specific solutions

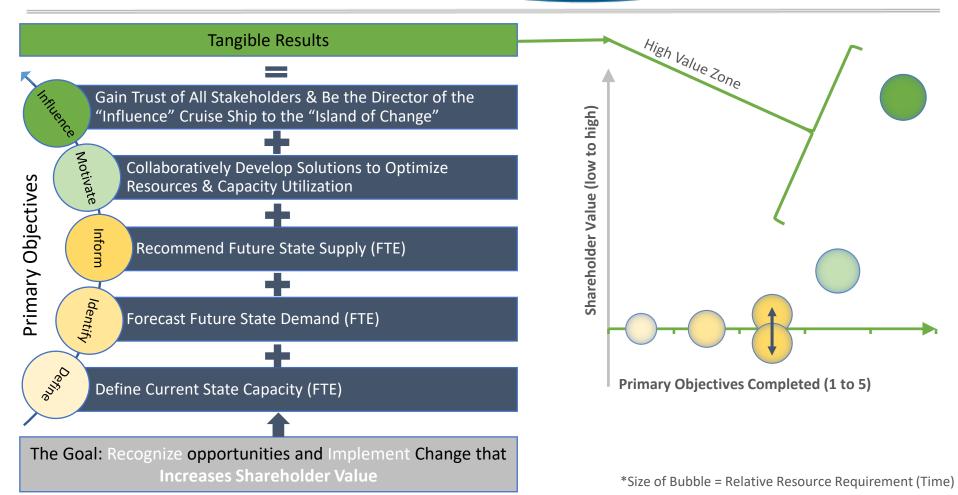
The "Goal" of Capacity Planning is invariably tied to making money, but only focusing on financial cost is shortsighted





"Every action that brings a company closer to its goal is productive."

Every action that does not bring a company closer to its goal is not productive."









Build a Dream Team with lots of Chameleons

Brett Gebhardt, Daniel Kruse, Jordan Benis, Justin Dugan, Melissa Luther, Robert Bowers

The ResourcePlanning Summit



Consulting Skill Set Defining Problems, Building Hypotheses, Developing Solutions, Managing Stakeholder Expectations, Driving "sticky" Change, Creating Business Cases

Business Specific
 Technology, Processes,
 Data Structures &
 Warehouses, Data
 Organization etc.

Exposure to Internal Systems

Complex Communication Tool Kit Active Listening,
Persuasive Presentation,
Storytelling, Written /
Interpersonal Comm.,
Influencing

 ✓ Data Visualization, Trending, Organization, Measurement, Ability to Manipulate Data to Enhance Decision Making

Data Analytics Experience Behavioral Science Expertise Org. Behavior, Roles, Motivation, Training, Org Restructuring, Development Planning, Change Management etc.

Decision Models
 Creation, Experimental
 Research & Design,
 Hypothesis Testing,
 Determining Casual
 Relationships etc.

Quantitative Aptitude

Database Design, Coding, Statistics, Possesses Data Gene, Data Problem Identification Skills, Comp Sci.

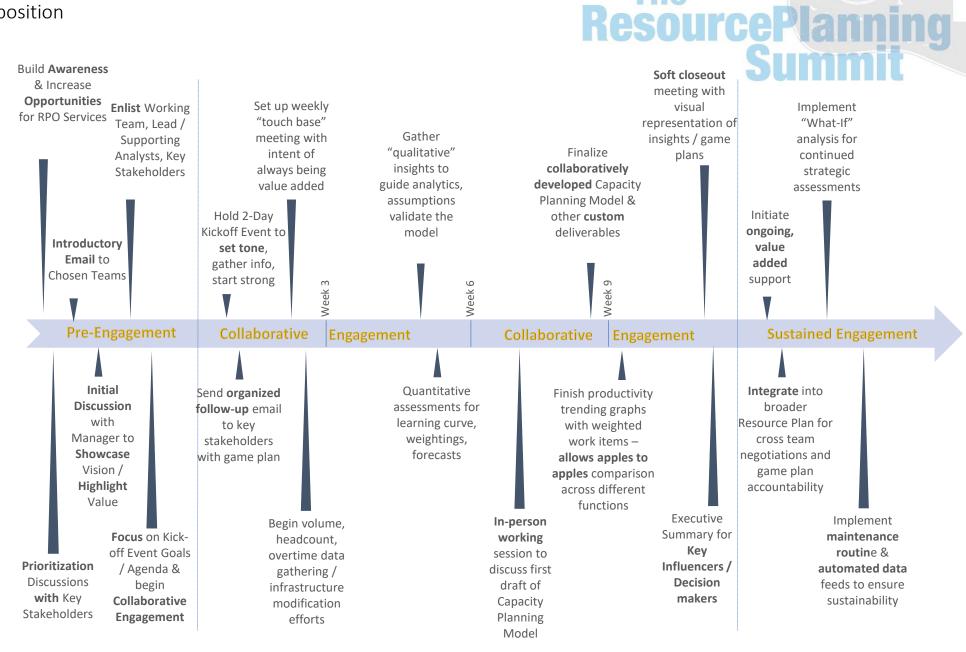
Business Acumen

Financial Literacy,
Organizational Savvy,
Strategic Mindset,
Marketing Skills, Process
Improvement,
Operational Excel.

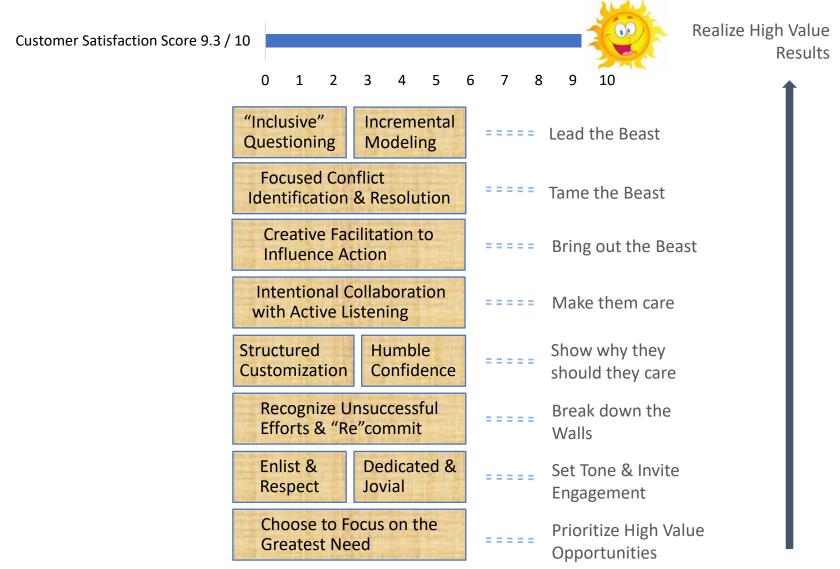
Technical Abilities



Our Process Ensures a High Level of Consistency in Realizing our Value Proposition

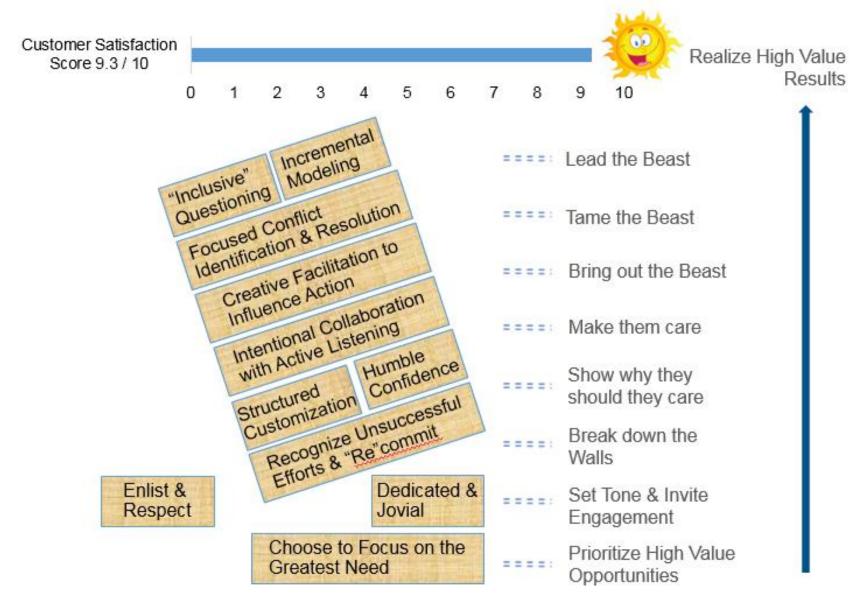




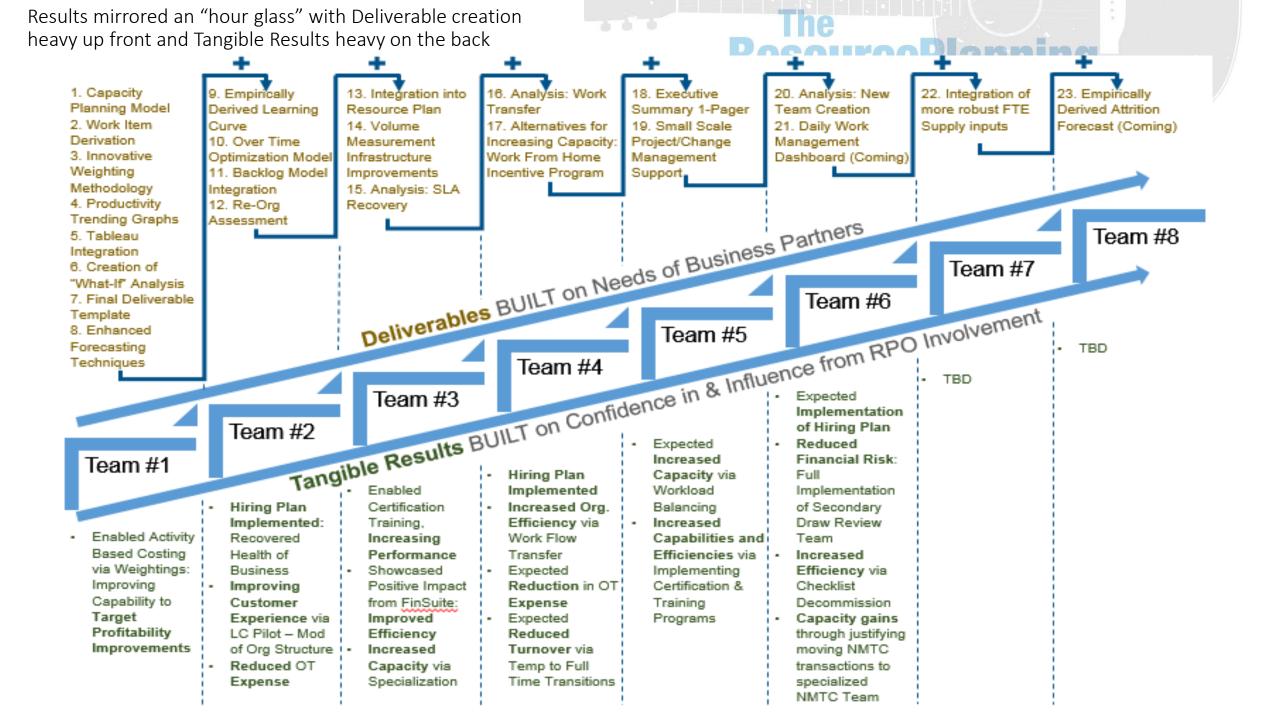


...but each building block is critical to realize it

The Resource Planning

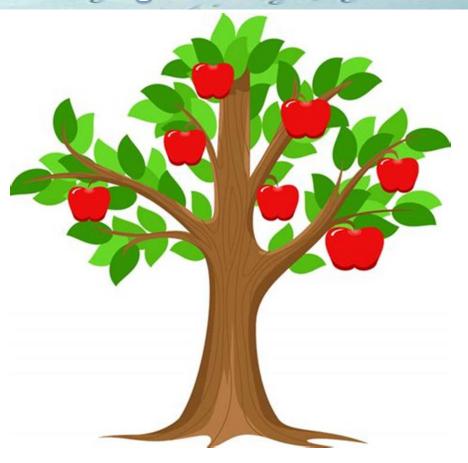


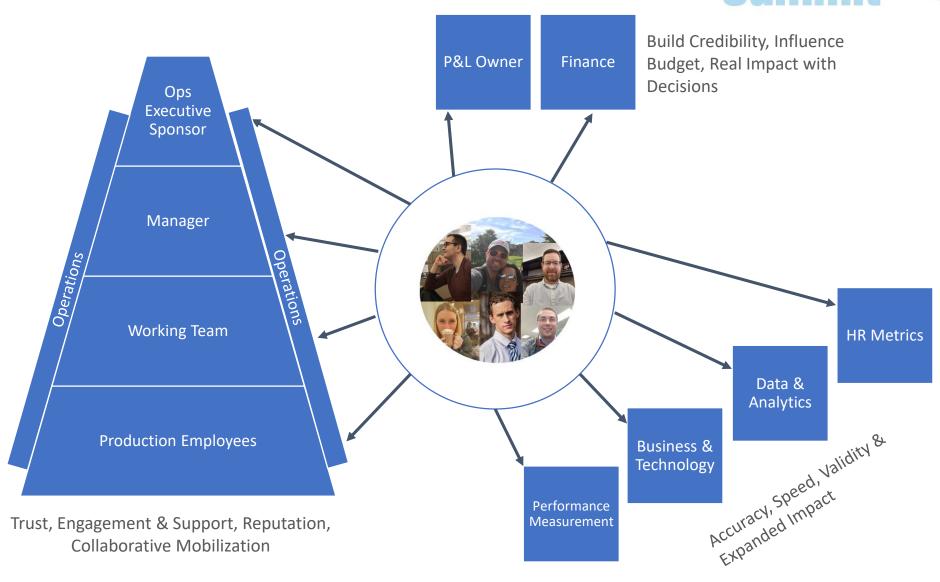












Our Internal Customers (Business Partners) Have Spoken...

...survey results showcase the effective framework we have deployed



THINK and you can change your course...

...**DO** and you can change your behaviors...

...INFLUENCE and you can change the world!!

