

Phased Implementation - Workforce Planning Example

Excerpt slide from Brian Heger's private [Talent Edge Circle Community](#)

Phase	Purpose	Main Outcome	Key Deliverables	Not Included in This Phase
Build & Test (Enter Timeframe)	Develop foundational SWP tools and processes, pilot them in select business units to generate actionable learnings, and develop and implement foundational workforce plans to close gaps in pilot group areas.	Foundational workforce planning capability established, with pilot learnings and initial plans ready for integration.	<ul style="list-style-type: none"> Form cross-functional team to guide SWP decisions and process development Create and roll out SWP approach/tools in pilot areas Develop baseline measures and metrics Create and implement build, buy, borrow, and bought strategies to close prioritized gaps Gather feedback & refine Prepare for further integration and expansion into other parts of the company 	Technology selection or implementation; large-scale rollout
Integrate & Expand (Enter Timeframe)	Connect SWP to business and financial planning cycles, roll out the approach to additional select functions and units, and explore potential technology solutions.	SWP is embedded and actively linked across annual business and financial planning processes, expanding its influence and impact throughout more functions, with a clear technology path defined.	<ul style="list-style-type: none"> Establish strategy meetings with corporate planning and financial planning teams to build relationships and jointly chart SWP integration Integrate SWP into business/financial cycles Expand SWP approach to additional select functions/units Expand data sources used in SWP decision making, including labor market intelligence, workforce trends, and internal talent data Research, demo, shortlist, and select the SWP technology platform for future deployment 	Full technology deployment or advanced analytics; enterprise-wide scale-up
Scale & Optimize (Enter Timeframe)	Scale SWP across the entire organization, utilizing technology and advanced analytics to drive workforce decisions and maximize impact.	SWP is enterprise-wide, enabling real-time, data-driven decisions and directional insights for workforce plans across multiple business scenarios.	<ul style="list-style-type: none"> Launch SWP technology platform organization-wide, including training, systems access, and full data integration Execute robust change management plans in all relevant areas Deliver integrated workforce plans by business unit and location Begin to use location analysis for precise planning for sites Implement scenario-based SWP to prepare for variable supply/demand Monitor ROI, capture lessons learned, and continuously improve 	Further evolution opportunities exist beyond this phase but will be determined at future date.