

Operational Workforce Planning application



Drive smarter plan-to-hire decisions with real-time insights from Anaplan Workforce Analyst – your always-on AI agent

Most large enterprise organizations struggle to maintain workforce plans aligned with their goals because they lack real-time insights into headcount dynamics and workforce costs. These organizations are burdened with many fragmented systems and difficult to maintain integrations, spreadsheets, and manual reconciliation, leading to inconsistencies, inaccurate forecasts, reactive hiring, and budget overruns. This results in execution delays, increased costs, and greater risk for the business.

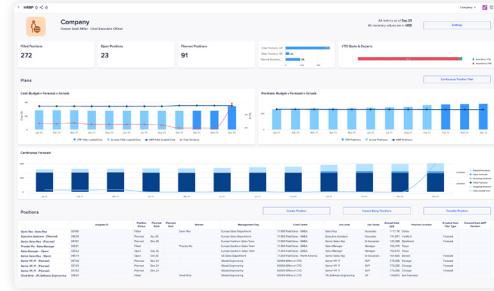
There's a better, faster way to plan

Introducing a **foundational approach to connecting your HR and finance** with a purpose-built application for workforce planning — continuously enhanced with updated capabilities and new features.

The **Anaplan Operational Workforce Planning application** helps inform and align your HR and finance teams around a disciplined approach to workforce planning and plan to hire processes. It provides a secure, accurate, and real-time view of jobs and positions, requisitions, workforce trends, and costs across your organization, with the ability to drill into organization hierarchies and pertinent details. It helps you accelerate alignment of your strategic plans with execution, translating those plans into unified talent needs and ensuring cohesion between top-down and bottom-up planning.

Key benefits

- Gain complete visibility into the state of your workforce, including size, composition, costs, and open, filled, and planned positions
- Streamline workforce budgeting and enable continuous forecasting at position level
- Foster financial controls with workflow and approvals to ensure alignment with budget and strategy at every level of the organization
- Utilize insights into hiring, turnover, and internal mobility trends to reduce budget variance and improve forecast accuracy
- Use interactive organization charts to model your future workforce and identify structural gaps with built-in alerts
- Drive process efficiency and organizational effectiveness with improved collaboration across HR, talent acquisition, finance, and the business
- Leverage the **Anaplan Workforce Analyst — your always-on AI agent for smarter workforce planning** — directly from the application to get answers to your queries, obtain insights, and drive appropriate action



What if you could continuously evaluate your workforce investments and reallocate headcount toward more strategic, forward-looking needs?

- Is the work being duplicated across teams or areas?
- Can the work be automated or streamlined?
- Can the work be performed in a lower-cost location?
- Can tasks be divided into more and less complex components?
- Can more junior roles take on this work?
- Should we hire at junior levels and promote from within?
- Do we need to develop team members to handle these tasks?
- Are certain activities or processes outdated and ready to be discontinued or optimized?

Key features

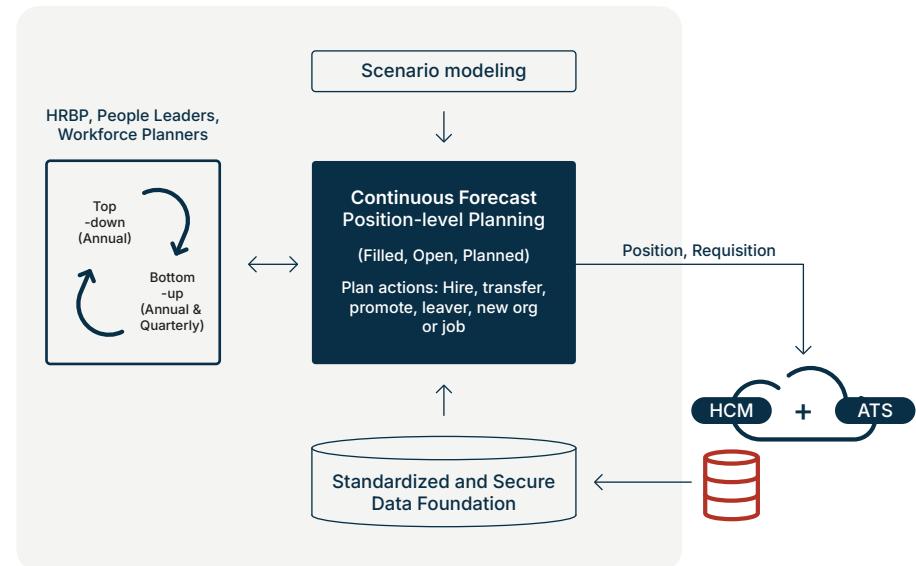
Stay ahead by making your workforce planning agile and responsive to evolving business needs. The [Anaplan Operational Workforce Planning application](#) enables:

HR business partners (HRBP) and people leaders:

- Gain a real-time, holistic view of the business units and teams, from overall workforce size and composition to detailed organizational charts
- Access dynamic dashboards and reports to analyze workforce trends and provide data-driven counsel to leadership
- Continuously forecast and plan for position changes to build a proactive, forward-looking talent roadmap
- Adjust baseline assumptions for hiring, and turnover to run scenario-based models and projections
- Coordinate hires, transfers, promotions, and departures at the position level
- Model future "what-if" scenarios to see the effects of potential organization changes and restructuring
- Manage a comprehensive job framework that connects specific skills and proficiency levels to every role in the organization
- Simulate high-stakes scenarios, including hiring freeze or reduction in force (RIF), to prepare for potential business disruptions and understand their talent and financial impact.

Talent acquisition:

- Gain visibility into talent acquisition priorities and key metrics to ensure alignment with strategy and plans
- Ensure alignment of your recruiter capacity with current and future hiring plans and recruiting pipeline
- Adjust staffing needs to minimize over- and understaffing and model costs for internal or external recruiters and compare impacts



Financial planning and analysis (FP&A):

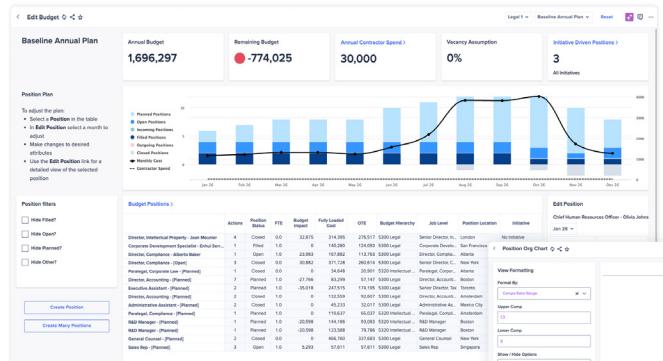
- Plan workforce budgets at position level and link to strategic initiatives to capture the true impact of every role
- Budget top-down and see budget established for cost centers translated into management org
- Perform comparison between various bottom-up scenarios and monitor variances against budget guidelines
- Ensure ongoing workforce changes — hiring results and any variance to cost, location, and timeframe planned — are in alignment with the committed budget scenario

Workforce planners and IT:

- Streamline your planning process and minimize data wrangling to optimize workforce planning productivity
- Integrate and synchronize data with your HR/HCM, ATS, and ERP systems and data lakes, using best-practice models and dimensions

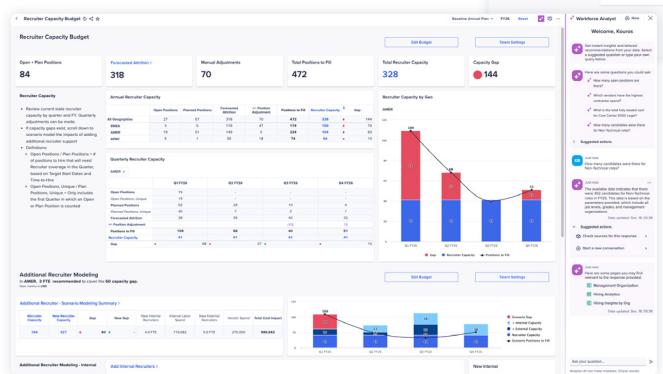
- Ensure proper security and data access for stakeholders to worker-specific details
- Establish position-level plans and support analysis of various scenarios
- Facilitate ongoing maintenance of position plans continuously through the year
- Analyze attrition trends by location, job category, job grade, tenure, and more
- Send approved plan data to your HR/HCM system of record for execution
- Leverage in conjunction with the [Anaplan Integrated Financial Planning application](#) to
- connect your workforce budget, ensuring alignment between HR and finance
- Use together with [Anaplan Go-to-Market Capacity Planning application](#) to shape workforce plans with direct input from sales and marketing, ensuring resources are optimized for maximum revenue impact

Anaplan experience that is tailored for HR and business users:



Ensure alignment of your top-down and bottom-up planning

The Anaplan platform offers a top-down and bottom-up planning experience. The interface includes a dashboard with budget and position data, a table of budget positions, and a detailed org chart for workforce planning.



See areas that need your attention directly in your organization chart

The Anaplan platform offers a workforce analyst feature that highlights areas needing attention directly in the organization chart. It includes a dashboard, a table of additional recruiter modeling, and a bar chart of capacity by region.

Workforce Analyst – Your always-on AI agent for smarter workforce planning

To further explore how the Anaplan Operational Workforce Planning application integrates with Anaplan's full suite of workforce planning capabilities, refer to the [Anaplan for Workforce Planning datasheet](#).

The Anaplan platform offers

- Rapidly deployable applications** with best practices that are configurable to customer requirement, upgradeable with availability of future release, and extensible to other use cases through standard Anaplan platform capabilities.
- Dashboards, reports, and analytics** with data visualization provide a single source of planning truth on workforce and business data and performance.
- "What-if" scenario and multi-dimensional modeling** powered by our high-performance calculation engine, producing ultra-fast calculations at unprecedented scale.
- AI agents** designed for natural language interactions — ask questions, uncover insights, forecast trends, streamline workflow, and drive action.
- Collaborative and agile planning** across the enterprise from corporate to business units and across functions and operations (HR, finance, sales and marketing, supply chain).
- Best-in-class security and data privacy** with role-based access control, user management, SSO support with SAML 2.0 compliance, and data encryption.
- A highly extensible ecosystem** — collect, analyze, and plan in a single location using APIs, ETL connectors, and built-in integrations with HCM/HR, finance, operations, other systems of record, and data warehouses.

About Anaplan

Anaplan is the only scenario planning and analysis platform designed to optimize decision-making in today's complex business environment so that enterprises can outpace their competition and the market. By building connections and collaboration across organizational silos, our platform intelligently surfaces key insights — so businesses can make the right decisions, right now.

More than 2,500 of the world's best brands continually optimize their decision-making by planning with Anaplan.

To learn more, visit www.anaplan.com

