

Headcount expense planning

Attain greater visibility and alignment with your headcount expense planning

People are the backbone of any company, and they often represent the largest portion of operating expenses. Therefore, robust headcount (HC) expense planning and budgeting is crucial to ensure that your organization has the right number of employees with the necessary skills at the right costs and appropriate times. This allows for the alignment of your workforce with strategic goals, leads to optimal resource allocation, and drives effective cost management. Yet, most organizations still grapple with traditional headcount planning processes that provide limited transparency and depend on manual, spreadsheet-based methods, are challenging to manage and execute, and foster a culture of silos.

Corporate finance usually sets the HC budget for different BUs to align with strategic growth or cost containment goals. They provide guidance on headcount needs based on historical performance. BU finance then takes this budget and estimates the number of employees required for each team or department, considering workload, projects, and making assumptions around attrition rates. They also determine the associated costs for each HC request, including salaries, benefits, and other employment-related expenses. Each team or department then justifies their HC request by aligning it with the BU's objectives.

This approach requires multiple iterations among different stakeholders and off-line efforts to refine plans throughout the year, if at all, to accommodate



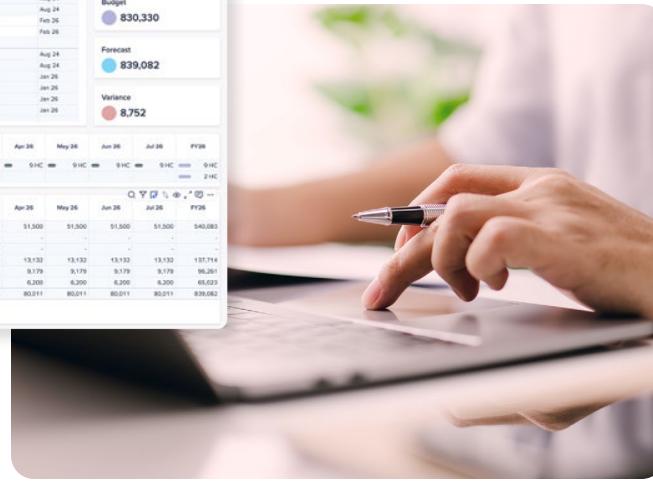
actual performance, changing business needs, and unforeseen events.

With Anaplan, you have access to real-time data to make decisions at any time around headcount costs.

With Anaplan for headcount expense planning, you can:

- **Right-size your workforce** by more accurately forecasting expenses and talent needs based on business requirements and growth outlook
- **Model unlimited "what-if" scenarios** to optimize staffing decisions and manage costs based on location, salaries, benefits, and reporting structures
- **Leverage role-based reporting** to provide transparency into budgets versus actuals, employee mobility and development, and contingent workforce hiring plans for a comprehensive view of talent strategies and their effectiveness
- **Generate real-time dashboards** to showcase key workforce metrics and trends, assess talent pool, identify promotions, and plan backfill needs based on inputs of each business and HR business partner

The screenshot displays the Anaplan Team Builder Dashboard under the 'Cost Center Manager' section. It includes a 'Cost Center Team Positions' table with columns for Requested Position Grade, Final Recommended Salary, Salary Override, Attr1, Transfer Out, Enter End Period, Transfer In - Employees, Enter Start Period, and Start Period. A 'Org Selector' sidebar shows Sales, Budget (\$830,330), Forecast (\$839,082), and Variance (8,752). A 'Headcount Change' chart shows historical and projected headcount data from Aug 26 to Jul 26. A 'FY26' summary table provides a breakdown of various expense categories like Salary, Bonus, and Health Insurance. A 'All US Accounts' summary table shows total values for each category.



CUSTOMER STORY

Outreach

This technology company needed to understand its workforce costs and manage spending, especially when navigating a changing business climate. They turned to Anaplan for a comprehensive financial and workforce planning solution.

Their outcomes:

- Countless hours saved monthly in spend analysis to keep OpEx under control
- Flexible scenario analysis supports agility in a volatile business environment
- Granular visibility into spending empowers leaders to manage budgets more tightly



We're able to stay ahead of any challenges and market moves to achieve the prioritized targets for Outreach and our customers. The flexibility of Anaplan planning makes that possible."

Solutions Architect

Launch your finance planning transformation journey today

The days of relying on manual, time-consuming, offline spreadsheet-based planning, budgeting, and forecasting processes are over. Today's dynamic market landscape requires agility for driving your company's success. With Anaplan, connecting your corporate and business unit FP&A teams becomes effortless and streamlined.

To enhance your enterprise's ability to support growth and profitability, [Anaplan CoPlanner for Integrated Financial Planning application](#), embedded with a conversational AI companion, allows quick deployment, provides faster time to value, eliminates data silos, fosters collaboration, and enables informed decision-making. Also, leverage [Anaplan XL Reporting](#) for enterprise-ready data integration and market-leading management and ad hoc reporting. Modernize your finance planning with Anaplan and unlock unparalleled efficiency and accuracy — let's revolutionize your planning, budgeting and forecasting processes.

Ready to begin your finance planning modernization today?

Request a demo now. 

Some information in this document may have product roadmap that is intended to outline our general product direction and is provided for informational purposes only. Product images are for illustrative purposes and may not exactly reflect the actual product.



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

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