



Video Transcript

Talent Planning Solution

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Today's talent landscape is competitive, brought about by a shrinking labor pool, shortage

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of workers with in demand skills, growth of the gig economy, with increasing impact of

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AI, ultimately impacting company's ability to wisely use existing employees and retain

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them.

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Given the nature of these trends, HR becomes strategic capability and makes the most of

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its existing workforce and enables better resource planning.

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It can with Accenture's Talent Planning Solutions powered by SAP Leonardo.

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With this solution, the intelligent enterprise can visualize the end-to-end talent supply

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chain, connecting strategic business plans to talent decisions and scheduling.

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The talent planning solution combines data from SAP SuccessFactors in your learning management

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system and applies SAP predictive analytics in the cloud.

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The outcome, real-time tracking of resource demand and supply categorized across the business,

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the ability to measure skill gaps and talent risk and the data to forecast, enabling HR

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to realize more value from personnel planning.

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HR is empowered to take proactive workforce actions based on predictive insights to boost

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employee utilization, optimize labor specs and improve project delivery.

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With better skilled resources and lower risk of budget overruns.

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With access to high level information and alerts, talent planning leads can instantly

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assess the situation, identify resources available at a global, local or department level.

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The automated matching algorithms then optimize the matching of resources to demands.

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Project managers can see where talent gaps lie and can track demand, supply and utilization

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across company projects.

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The talent planning solution also makes it easy to simulate alternative project scenarios,

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so managers can predict and plan for skill shortages or opportunities to reallocate resources.

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For employees, this intelligent application allows them to monitor past projects and plan

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their career development.

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Based on market demand and available trainings, the talent planner can recommend the best

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training to enhance in demand skills, as well as match an individual's capabilities and

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preferences to upcoming projects.

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The advanced data automation, visualization and collaboration available in the Talent

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Planning Solution, allows for more proactive decisions throughout the business.

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And supports better utilization of existing talent pools for a positive impact on employer

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retention and engagements.

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To realize more value through reduced talent risk, optimized labor cost and approved utilization,

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find out more and see how Accenture can help you innovate with speed and agility.