

CONTENTS

- Introduction 1
- 01 Introduction to Strategic Workforce Planning 4**
- 02 Aligning workforce and corporate strategies 26**
- 03 Understanding workforce demand 40**
- 04 Understanding talent supply 53**
- 05 Workforce segmentation 69**
- 06 Total cost of the workforce 85**
- 07 Skills-based Strategic Workforce Planning 102**
- 08 Strategic Workforce Planning for location strategy 117**
- 09 Strategic Workforce Planning for contractors and the contingent workforce 138**
- 10 Workforce analytics 157**
- 11 Creating an effective Strategic Workforce Planning function 178**
- 12 The role of change management in Strategic Workforce Planning 210**

13 Strategic Workforce Planning for the future of work 224

14 Bringing it all together 236

References 255

Index 261