



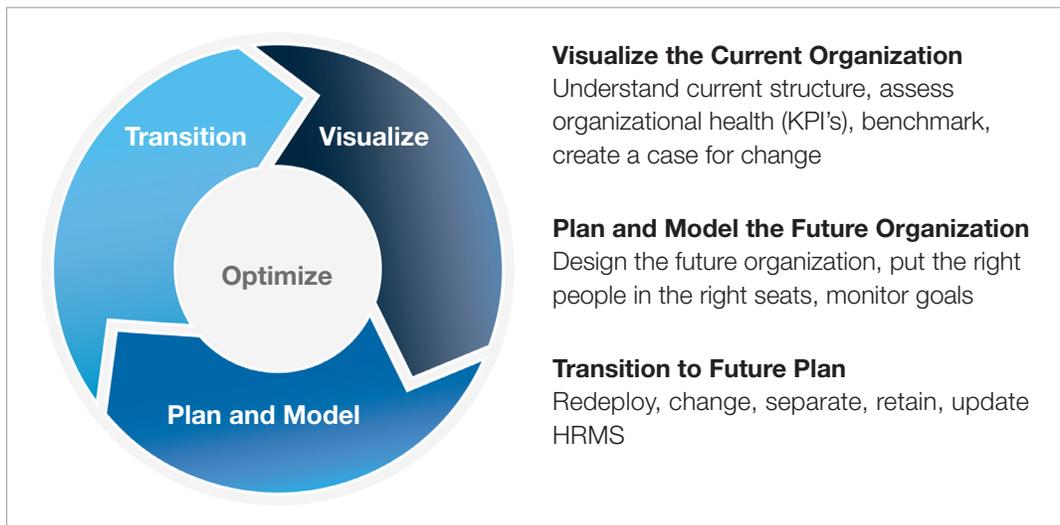
# Planning@Work

Planning@Work enables enterprises to better manage organizational change and growth. Increase organizational agility with intuitive workforce planning solutions for designing your future organization with Metrics and KPIs that transform HR data into actionable information for management.

## Saba is the Industry Leader in Workforce Planning

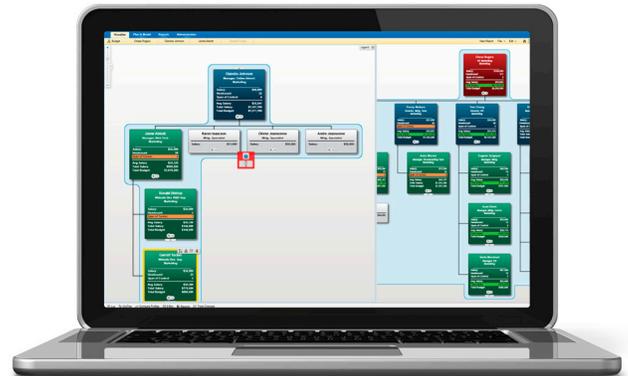
Make collaborative organizational decisions and quickly realign your structure with strategic objectives using Saba's visualization, workforce modeling and organizational design solutions. Rich in capabilities and easy to implement, Saba's Planning@Work sets the standard in workforce planning and helps make your workforce strategy successful.

Used by over 50% of Fortune 500 companies Saba's workforce planning and modeling solutions provide you with the organizational restructuring tools to manage your org planning needs, from quick, drag-and-drop org chart modifications to scenario modeling for major workforce reorganization. Whether managing day-to-day changes such as departmental organizational restructuring, ad-hoc team creation and chart publishing and printing or implementing a streamlined, collaborative process for ongoing workforce planning, organizational restructuring and major change events such as mergers and acquisitions or a reduction in force (RIF), Saba's workforce planning solutions enable organizations to take control of change.





See the Big Picture of What Is Going On in Your Organization



Powerful "What If" Planning for the Future Organization

### Increase Organizational Understanding With Visualization

As organizations continue to become more global, key workforce data gets more complicated to access and understand. Mergers and acquisitions, contract employees, and contingent and part-time workers all make even a simple headcount calculation complex and time-consuming. Managers and HR don't have the visibility into baseline data they need to make good decisions about the future state. Saba gives you a way to access and share up-to-date organizational charts to increase organizational understanding, communicate structure, provide a basis for decision-making, and most importantly, understand the big picture about the development needs within your organization.

- Gain insights into complex workforce data with information-rich, easy-to-navigate, comprehensive org charts
- View metrics and key performance indicators (KPIs) for staff and teams, and know when these metrics are "out of bounds"
- Regularly save org charts over time to support business planning and to meet executive reporting requests
- Easily maintain and retrieve audit trail data to comply with Sarbanes-Oxley and other industry and government regulations
- Identify areas where learning and development such as compliance risk or leadership development can have the greatest impact on your organization

### Design Your Future Organization and Develop Critical Talent

With business conditions changing at record speed, the best plans are the ones that can evolve quickly. Saba gives you easy-to-use tools to create and evaluate "what if" scenarios for optimizing your organizational structure. Whether you're conducting ongoing workforce planning, managing a reorganization, or facing a major event such as a merger or acquisition, we give you a window into the possible outcomes. We also help you understand mission-critical talent and development needs as part of the process.

- Explore workforce scenarios to meet changing business or organizational needs
- Modify inaccuracies in HCM source data or update changes resulting from workforce events
- Create ad hoc and emergency teams to handle last-minute requests or respond to one-off crises
- Work with people across the business and manage workflows for ongoing workforce planning, reorganizations, and major events such as mergers and acquisitions
- Identify mission-critical talent and talent gaps that must be closed to support your future business strategy

## Manage Transitions Quickly and Consistently

- Workforce transitions — reorganizations, restructuring, reduction in force (RIF), or mergers and acquisitions (M&A) — are difficult. Delays or miscommunications can damage morale, create confusion, and result in the potential for costly legal consequences. Saba helps smooth these types of transitions with capabilities to help you move through the planning, decision, notification, and separation phases quickly and consistently with clear communications and process control.
- Outline separation events along with populations for consideration
- Evaluate candidates for separation based on agreed criteria
- Collaborate with relevant stakeholders to make separation and retention decisions
- Produce compliance, event, and financial reports for full transparency into the impact of proposed actions



Manage Workforce Transitions Efficiently and Effectively

## Succession Planning and Leadership Development

Saba helps you identify key positions and future leaders, eliminate leadership gaps, avoid costly disruptions, and communicate plans in an understandable format. Most of all, provide your leadership pipeline and key talent pools the development opportunities they need to be successful from right inside your planning processes.

- Identify potential candidates and compare qualifications in an n-box grid that highlights key talent indicators.
- Assign candidates as successors to key positions, highlighting talent indicators such as skills, performance, competencies, training and certifications, and other formal or informal criteria.
- Create talent pools for specific positions or to bring visibility to critical areas for the business.

- **77%** of CEOs plan to revise their strategies for managing talent in the coming year<sup>1</sup>
- **58%** of CEOs are concerned about availability of talent (competition for talent has become more fierce than ever before, with the aging of global population and the changing nature of work)<sup>1</sup>
- **44%** higher growth revenue and **26%** higher revenue per employee at organizations that leverage workforce planning solutions<sup>2</sup>

HR organizations with mature analytics functions are **twice as likely** to improve their leadership pipelines<sup>3</sup>

1. 2013 PWC 16th Annual Global CEO Survey
2. Bersin & Associates
3. Bersin's WhatWorks® Brief: High-Impact Talent Analytics: Building a World-Class HR Measurement & Analytics Function



Visit [www.saba.com](http://www.saba.com) to schedule a live demo and preview Saba's Planning@Work solution!



Saba delivers a cloud-based Intelligent Talent Management™ solution used by leading organizations worldwide to hire, develop, engage, and inspire their people. Intelligent Talent Management uses machine learning to offer proactive, personalized recommendations on candidates, connections, and content to help your employees and organization lead and succeed.

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