

## InfohRM Announces the Results of an International Workforce Planning Survey at its 3<sup>rd</sup> Annual Human Capital Analytics Conference

*Findings suggest that many organizations struggle to secure management commitment for comprehensive workforce planning processes and are under-prepared for the potential loss of skills and knowledge*

**Washington, DC – October 3, 2007** – The InfohRM Group, the global leader in workforce planning, reporting, and analytics today announced the results of their 2007 survey entitled “*Global Approaches to Workforce Planning: What is Working?*” Featuring data from over 180 organizations, the survey polled participants on such issues as their level of preparedness for a skills shortage, the extent to which they conduct comprehensive planning processes, and the critical success factors required for effective workforce planning.

The findings were released as part of a keynote presentation by InfohRM’s Managing Director, Anastasia Ellerby, at the company’s 3<sup>rd</sup> Annual Conference entitled Human Capital Analytics: Driving Business Outcomes.

### Key findings include:

- Only 14% of organizations are prepared for the potential loss of skills, corporate knowledge and leadership that will occur within the next five years.
- Prepared firms are much more likely (42% as compared to just 8% of under-prepared firms) to conduct formal workforce planning processes integrated with strategic business planning.
- While industry thought-leaders have long recommended that firms focus workforce planning efforts on critical job roles, results indicate that prepared organizations conduct planning for all job roles, a finding with significant implications for human capital resource allocation.

According to InfohRM’s Anastasia Ellerby, “Organizations with integrated workforce planning processes can realize significant benefits, such as identifying early-warning signs of human capital risks, implementing more targeted recruitment strategies, and improving the allocation of finite HR resources.” That said, we see a range of potential roadblocks to achieving success, especially the absence of senior and line management commitment and a shortage of analytical skills within HR.” **A copy of the full survey findings can be found [here](#).**

The conference, which concluded on September 26<sup>th</sup>, featured case study presentations from such organizations as EMC, Ameriprise Financial, Nokia, Pearson, Brown-Forman, and Health Net, while keynote speakers included Norm Smallwood (Co-founder of the RBL Group), Jeanie Duck (Managing Director at the Boston Consulting Group), and Jeff Higgins (EVP of Workforce Planning at Countrywide Financial Corporation).

### About The InfohRM Group

The InfohRM Group is the global leader in on-demand workforce planning, reporting, and human capital analytics solutions. With over 25 years of experience, and a strong customer base consisting of *Fortune* 500 and 1000 clients, InfohRM has paved the way for organizations to measure the impact of human capital initiatives and drive business results. The InfohRM solutions couple a leading edge on-demand technology platform with strategic consulting services to focus on the analysis of data to help organizations make informed decisions around human capital practices. Learn more at [www.infohRM.com](http://www.infohRM.com)

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