

Service Description

Strategic Workforce Planning

SUBMITTED BY

NORTH HIGHLAND®

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SERVICE OVERVIEW

We develop an understanding of your organisation vision linked to the cloud and the requirements for workforce evolution. We develop an understanding of current workforce supply and demand, how this will evolve over time based on external and internal drivers, and define a strategy to meet these changing needs.

FEATURES

1. Provide clarity on future skills and where to target investment
2. Identify solutions for talent gaps and recruitment for key roles
3. Navigate complex change landscapes and impact on your workforce
4. Generate areas of improvement for cost-cutting and efficiency
5. Build your workforce planning capability to embed effective practices
6. Focus on preventing attrition, particularly within top talent
7. Confidence in organisational resilience
8. Align planning to global workforce trends
9. Optimise organisational design

BENEFITS

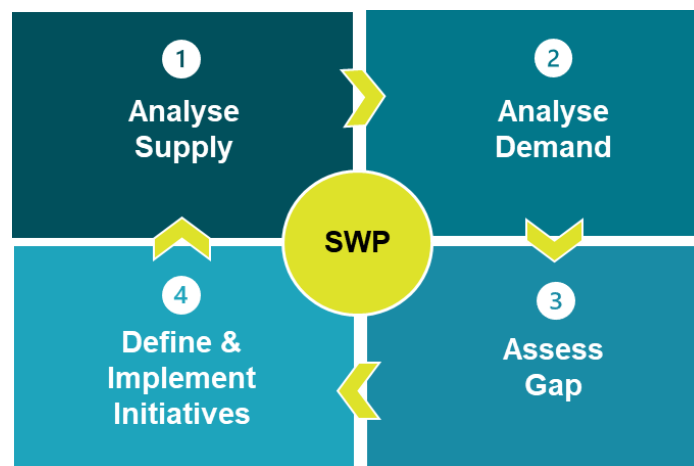
1. Visibility of current and anticipated skills needs
2. Proactive decision-making re. buy / build / borrow
3. Understand supply and demand and the relevance for your people
4. Future scenario modelling
5. Benchmarking, industry and wider-market analysis
6. Prepare for the 'Future of work'
7. Emerging workforce and skill trends

8. Smart deployment of talent
9. Optimise employee lifecycle to attract and retain talent

SERVICE DESCRIPTION

North Highland assess your current workforce planning capability across both people, process and technology, and work with you to build this to the level required to achieve your workforce planning ambitions.

Our Strategic Workforce Planning service is about defining the future state for your workforce, planning how to deliver against this and putting the plan into action, and comprises the following approach;



Analyse Supply

Establishes a current and projected view of the workforce, including headcount, skills, and risks, forming the foundation for all SWP modelling and scenario analysis



Analyse Demand

Translates strategic, operational, and transformation goals into workforce requirements, identifying critical future capabilities and forecasting demand over a 3–5-year horizon.





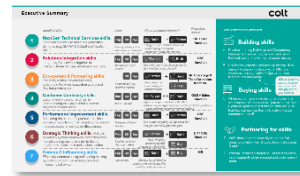
Assess Gaps

Compares supply and demand to identify shortages, surpluses, and critical capability risks, enabling prioritised workforce actions and investment decisions.



Define and Implement Initiatives

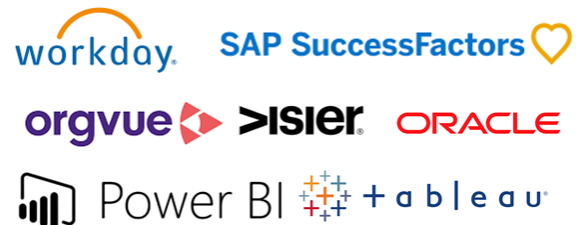
Designs targeted interventions, across Build, Buy, Borrow, and Bot, levers, to close priority workforce gaps and strengthen long-term organisational capability



We use data, tools, processes, and capabilities to enable our approach to SWP.

Data and insights can come from different areas of your business. We typically find workforce information spread across different parts of HR as well as Finance, Procurement and some Function and Enterprise Data teams.

To assess current state and prepare for the future we work with you to understand your ambition and recommend best-in-class tools to support both the completion of analysis to support the project as well as to build your SWP capability and embed in your organisation for the future.



We believe that to successfully transform your workforce, you need to bring together what the business needs with what your people want. The following levers should be considered when defining your workforce strategy.



ABOUT NORTH HIGHLAND

North Highland is a leading change and transformation consultancy, helping organisations transform with people at the heart of every decision. Our talented teams partner with clients to navigate their most complex, high-priority, and urgent challenges. With every engagement, we make change happen, helping organisations across the public sector transform.

We support clients as they improve efficiency and productivity, modernise data and technology, and build and advance new capabilities that fuel growth and competitive differentiation. We also implement, manage and drive adoption of it all, ensuring successful translation of strategy to day-to-day operations.

North Highland offers an unblemished record of delivering leading expertise across industries, as shown by the numerous awards and accolades we have received in recent years from Forrester, Gartner, ALM and other highly regarded organisations. Firmwide, 94% of North Highland's business is with repeat clients – a testament to the high quality of our services.

ORDERING, INVOICING & TERMINATION

Our Master Services Agreement (MSA) contains our standard terms, and we start work when we have a Statement of Work signed by both parties, on a mutually acceptable date. Invoicing is monthly in arrears, unless agreed otherwise and either party may terminate a Statement of Work or the MSA in accordance with the usual terms set out in the MSA.

GET IN TOUCH



We have a frameworks office that monitors correspondence for G-Cloud opportunities.

They can be reached directly at nhuk.frameworks@northhighland.com



You can reach us on the phone at **+44.020.7081.2544**

Please ask for the Strategic Proposals Team who will be able to deal with your enquiry directly or put you in touch with the right person to discuss your requirements.



Write, or come and visit us at our London office:

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