

# Whole of Workforce Solutions

*As business priorities shift faster than traditional workforce models can respond, leaders need a more connected view of how work will actually get done. Whole of Workforce Solutions helps organisations align workforce strategy, talent planning, acquisition, development and mobilisation with business strategy, creating an enterprise model for understanding demand, building capability, accessing talent and converting workforce investment into business performance.*

## Why Whole of Workforce Matters

The question for leaders is no longer simply how many people are required, but what workforce model is needed to deliver the strategy?

As business models shift, demand becomes less predictable, and capability requirements change more quickly, leaders need an enterprise view of how work will be delivered across permanent, external, specialist and project-based workforce channels. Without this connected view, workforce decisions remain fragmented, capability gaps emerge, talent investments become disconnected from business priorities, and execution risk increases.

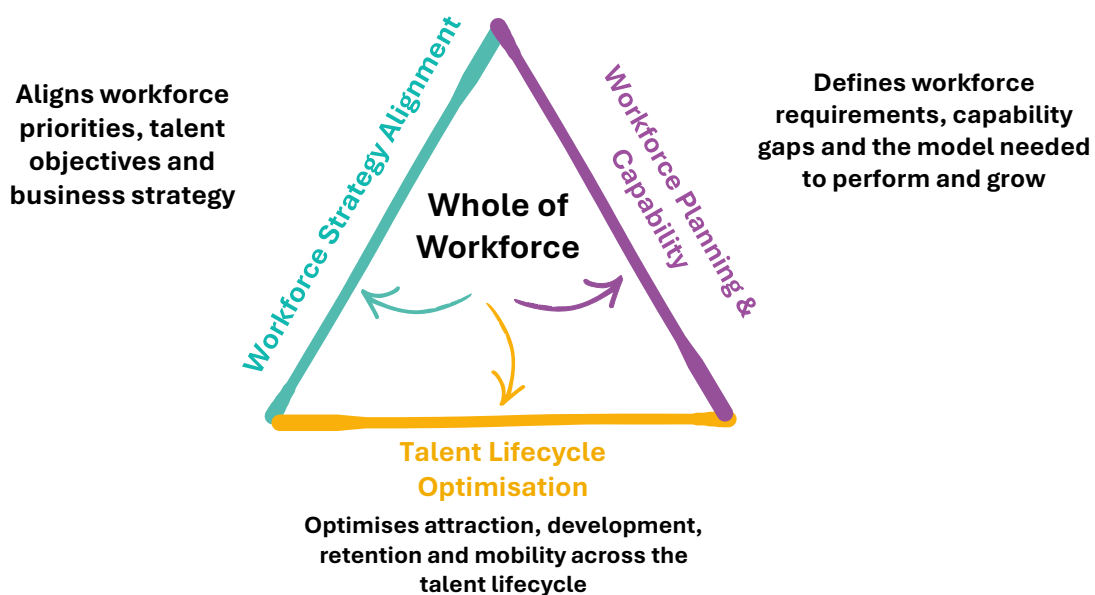
Whole of Workforce brings strategic discipline to how talent is planned, sourced, developed, mobilised and optimised, aligning workforce decisions directly to business outcomes, growth priorities and future capability needs.

*'Talent investments do not translate into business outcomes unless planning, acquisition, development and mobilisation are connected.'*  
CHRO, Australian Telco

## Our Solutions

Our solutions are modular, not strictly sequential. Clients can engage one or more elements based on maturity, business priority and workforce challenge: Workforce Strategy Alignment → Workforce Planning & Capability → Talent Lifecycle Optimisation. Each element can stand alone or combine to strengthen the workforce ecosystem.

## Our Model



## Solution Offerings

The solution connects workforce strategy, planning, capability development, employer brand and acquisition optimisation so clients can build the workforce required to perform, grow and adapt.

Service	Offerings	Outcomes
<b>Whole of Workforce Strategy</b>	<ul style="list-style-type: none"> <li>• Talent Strategy and Alignment Framework</li> <li>• Workforce Planning and Capability Assessment</li> <li>• Current-State Workforce and Talent Landscape</li> <li>• Business Priorities and Capability Demand</li> <li>• Case for Change</li> <li>• Strategic Roadmap</li> </ul>	<ul style="list-style-type: none"> <li>• Strong alignment between workforce strategy and business objectives</li> <li>• Clear enterprise view of talent priorities, workforce demand and capability gaps</li> <li>• Prioritised roadmap for workforce investment and execution</li> </ul>
<b>Workforce Planning &amp; Capability Model</b>	<ul style="list-style-type: none"> <li>• Future-State Talent and Workforce Model</li> <li>• Workforce Planning Framework</li> <li>• Capability Segmentation and Critical Role Mapping</li> <li>• Talent Management and Development Frameworks</li> <li>• Mobility and Retention Approach</li> <li>• Governance / Decision Rights / Workforce Rhythm</li> </ul>	<ul style="list-style-type: none"> <li>• Clear workforce plans aligned to future capability needs</li> <li>• Practical model for developing, retaining and mobilising talent</li> <li>• Stronger linkage between business planning, workforce supply and capability development</li> </ul>
<b>Talent Acquisition &amp; Lifecycle Optimisation</b>	<ul style="list-style-type: none"> <li>• Employer Branding and EVP Strategy</li> <li>• Talent Acquisition Strategy and Operating Model</li> <li>• Candidate Experience and Sourcing Model</li> <li>• Talent Lifecycle Process Review</li> <li>• Reporting and Metrics Requirements</li> <li>• Prioritised Implementation Backlog</li> </ul>	<ul style="list-style-type: none"> <li>• Improved ability to attract high-quality, in-demand talent</li> <li>• More efficient, scalable and effective acquisition processes</li> <li>• Enhanced employer brand, candidate experience and talent outcomes</li> </ul>

## Engagement Model

Whole of Workforce Solutions are delivered as a modular advisory and optimisation model across strategy alignment, workforce planning and talent lifecycle design. Clients can start where value is highest: workforce visibility, capability planning, talent acquisition, EVP, retention or operating model uplift. Where external workforce or technology enablement is material, the solution connects with our Contingent Workforce and Technology Optimisation solutions.

## Why Clients Choose This Model

Clients choose this model when talent activity is fragmented or workforce planning is disconnected from business objectives. It helps leaders move from reactive hiring to a practical enterprise workforce model that improves capability, agility, retention and execution. The output is a clear roadmap for sustainable workforce performance.



# The Workforce Assets

Most organisations define workforce strategy through the lens of permanent employees. In reality, organisations execute strategy through a portfolio of workforce assets across four interconnected components: **Build, Buy, Borrow, Bot**

When these four components are intentionally designed together, organisations create a workforce model capable of supporting flexibility, scale, resilience and transformation execution. When they are not, organisations discover that the most critical work in the operating model is being delivered through workforce elements that are least visible and least strategically governed.

## Business Strategy

