

# Strategic Staffing for Your Business Needs

## ➤ Overview

Successful organizations recognize that planning for their workforce needs, short- and long-term, is vital for achieving business objectives, adapting to challenges and seizing opportunities.

### Investment Challenge

**43%**

of HR professionals say human capital is the largest 'investment challenge' for employers.

*(From Canadian HR Reporter)*

## ➤ Staffing for Business Needs

Strategic staffing aligns an organization's objectives with the number and type of personnel required to achieve and sustain them. It ensures the right balance of permanent and temporary employees to operate the business efficiently.

## ➤ Why it's Important

Human resources represent a significant asset for organizations, however managing staff effectively and planning for the future can be challenging but crucial for business continuity and growth.

## ➤ What Can Your Company Do?

Creating a strategic staffing plan involves a comprehensive process addressing the following key steps:



### 1) Evaluate Goals

What does each role or function need to accomplish?



### 2) Identify Influencers

What factors might affect the staffing plan?



### 3) Identify the Current State

What's the starting point?



### 4) Envision Needs

What is really needed (for the end state)?



### 5) Conduct a Gap Analysis

What differences exist between the current state and end state?



### 6) Develop a Solution Plan

What types of staff are needed? When? Where?

## Notable Highlight

"Having a strategic plan for your staffing needs and decision allows you to organize account for demand in personnel while keeping organization goals and vision in the forefront,"

*(Carrie Windham, CHRON.com)*

Visit our Employer Support Page for more insights, statistics and actionable steps to ensure your workforce aligns perfectly with your business goals.