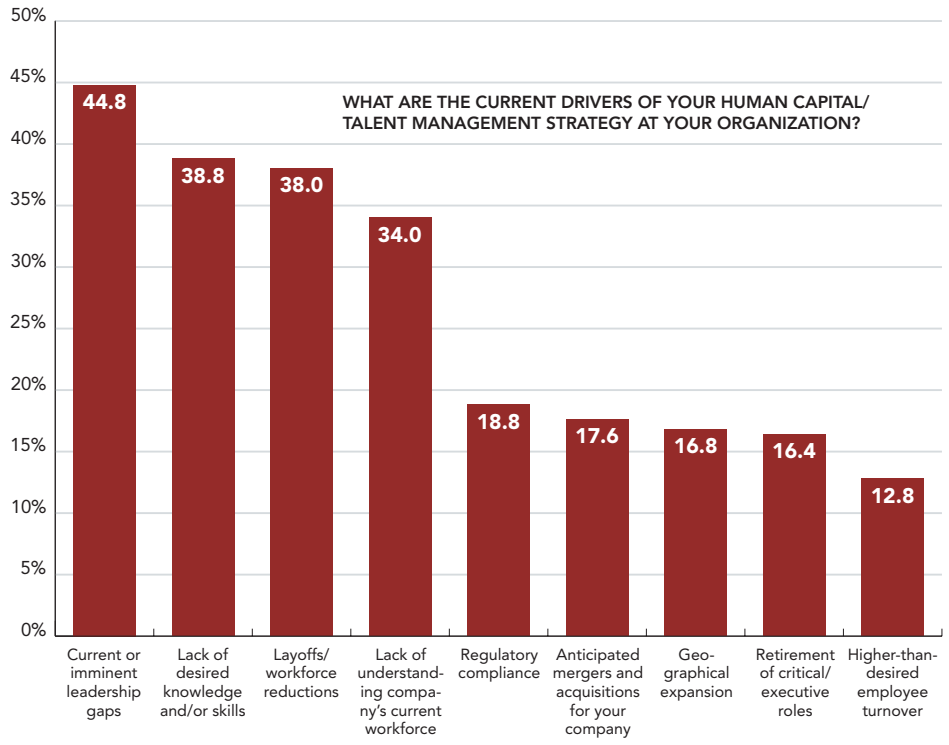
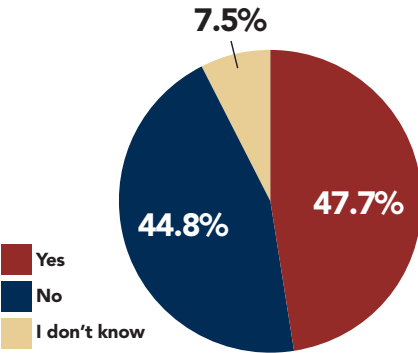


PLOTTING THE TALENT COURSE

While some organizations say they have the data they need to make workforce planning decisions, more than half say they don't, or don't know if they have the data (below). Companies' talent management strategies are often driven by gaps, skill shortages or immediate layoff demands (right). Workforce planning software is meant to help companies take a longer-term approach to the process and avoid the "binge/purge" cycle of hiring and firing.

MY COMPANY CURRENTLY HAS NECESSARY WORKFORCE DATA (SKILLS, PERFORMANCE, COMPENSATION, ETC.) READILY AVAILABLE TO MAKE IMMEDIATE WORKFORCE DECISIONS.



Source: Knowledge Infusion and IHRIM Fifth Annual Talent Management Survey, August 2009