

Headcount Modelling

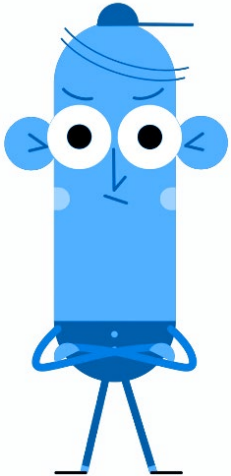
Nick Clarke – Head of Frameworks



Simplify Consulting

Are these challenges familiar...?

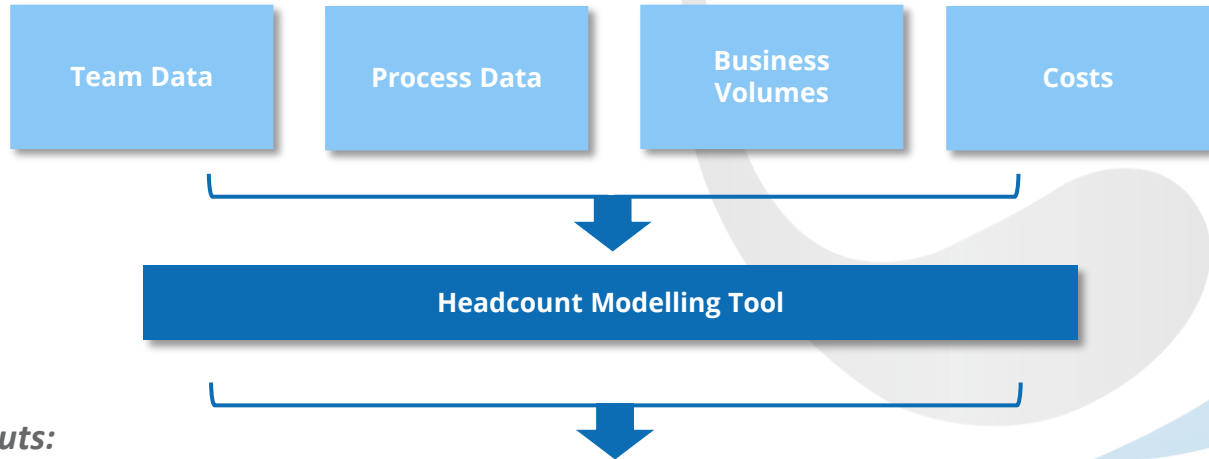
- Expected to deliver more, with less resources and budget?
- Not knowing how many people you need to meet changing business demand?
- Demotivated and disengaged employees?
- Failing to meet service levels?



Simplify Consulting can help you resolve these challenges...

Headcount Modelling Tool

We use the following inputs:



To model the following outputs:



So what...? What the Headcount Modelling Tool can tell you...

1. Productivity. Understanding the productivity of your team is crucial to optimising your resource supply. You can then use this information as a basis to address performance issues, staff satisfaction, engagement challenges and ultimately improve productivity and employee motivation.

2. Resource Planning. The Headcount Modelling Tool will help you plan your resources, understanding the impacts of volume fluctuations in your resource supply. Modelling resource supply mapped to business volume is crucial to managing costs, meeting SLAs and customer expectations and maintaining service delivery. Resource planning should be an ongoing activity.

3. Skills. The outputs of the model can be used in combination with your team/functions skills matrices, which will enable you to optimise the use of your people in the most effective way. It will also highlight development / training opportunities and assist with succession planning.

4. Efficiency. Modelling headcount and understanding productivity also focuses the spotlight on areas of inefficiency within business processes and creates the opportunity to pursue a process re-engineering programme. This can lead to cost reduction and greater employee engagement.

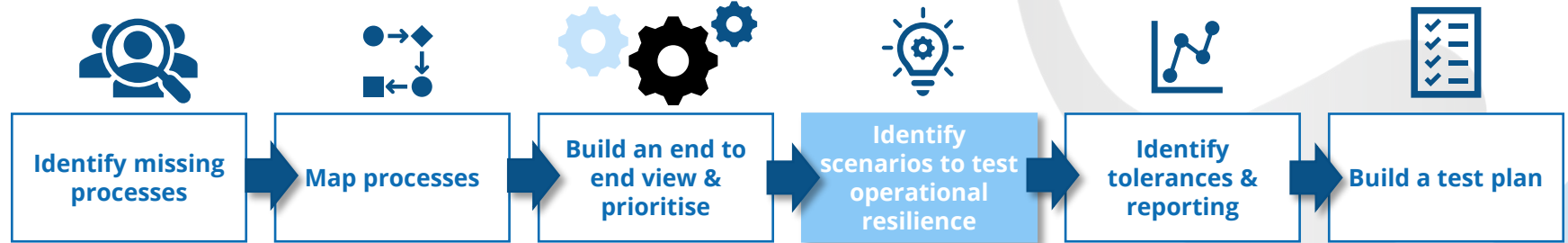
5. Benchmarking. We can use the information from the tool to benchmark your team or function internally, within your business; and externally, compared to your peers., thus providing you with an understanding of how competitive you are in the market



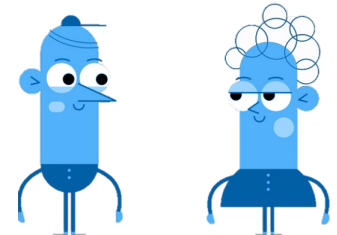
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Headcount Modelling & Operational Resilience

Using our headcount modelling tool, together with our approach to operational resilience allows you to stress test your resourcing levels and quickly run “what if” scenarios based on a single data set.



Running scenarios allows you to quickly understand how your business will need to respond to specific events, process by process or confidently understand the effect of change.



The emotive nature of 'change'



Assessing productivity of staff, re-engineering processes and refining resource supply can be upsetting and disruptive for those people that are your greatest asset as a business – your staff.

While headcount modelling is a crucial tool to helping to optimise resources for your business, the emotive impact of change cannot be underestimated.

We believe that our tool should be used as discretely as possible, recognising the sensitive nature of the outcomes sought. However, where appropriate, we also believe that working collaboratively with people and getting them engaged in the process is critical to achieving that buy-in. This is not always achievable, but in some circumstances (e.g. process modelling and improvement), it is crucial.

Why Simplify?

Experienced practitioners

Deep knowledge of the operational processes in Wealth Management

Ability to mobilise quickly

Use of the Simplify Capability Model to provide structure & consistency

Ability to leverage the existing artefacts produced already

Commercially competitive

Contact Us Today:

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