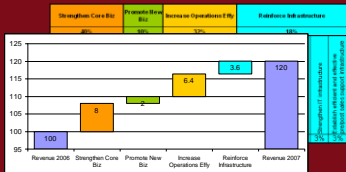


Strategic Workforce Planning Approach

Strategic Priorities

What is the Market Demand?	Who is the Competition?
<ul style="list-style-type: none"> Market Awareness for Six Sigma services Presence in Singapore Long Nose Factor International Firm - Prestige Client Equity already built up 	<ul style="list-style-type: none"> International Consulting Companies Asia building up in China S&T strong in China
Strengths <ul style="list-style-type: none"> Market Awareness for Six Sigma Presence in Singapore Long Nose Factor International Firm - Prestige Client Equity already built up 	Opportunities <ul style="list-style-type: none"> Partnership to develop business in China Leads for business in China Ability to attract talent
Weaknesses <ul style="list-style-type: none"> Valecon as name not established No direct network, no Associate network, → insufficient sales Resources concentrated on China - Associate Partner as Senior European Narrow Bandwidth Associate model does not encourage BB 	Threats <ul style="list-style-type: none"> ABC retaining Associate relationships Spreading resources (staff, cash) too thin

Market Demand & Competition



Strategy & Strategic Elements

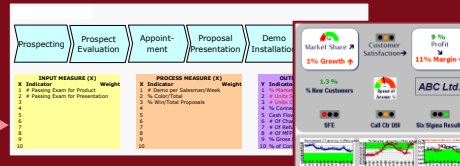


Customer & Employee Score

Process Priorities

Strategic Outcomes	Strategic Elements	Process Priorities
Strategic Elements: Weighted	Product Planning	4.0%
New Product Launch	Hardware Sales	1.0%
Customer Engagement	Customer Support	1.0%
Supply Sales	Service Sales	1.0%
Service Management	Service Management	1.0%
Total		10.0%

Strategy-Process-Matrix

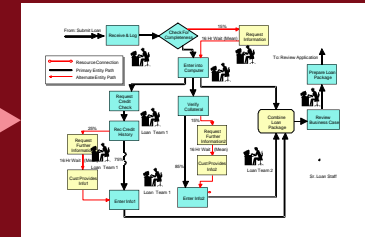


Process Weaknesses & Gaps

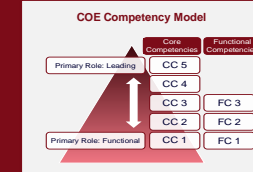


Improve & Redesign Strategy

Workforce Priorities



Workforce Needs (# + Competency)



Close Gaps by:

- Build
- Buy
- Borrow
- Bounce

Gaps → Workforce Strategy



Series 5	Series 5	Series 5	Series 5
Who	Client	Client	Client
File	1	1	1
Available %	20	20	20
Tasks	100	100	100
Deal	SAP	PC	100
Eval	Project	SAP	SAP
Work	1	1	1
WP	2	2	2
Hand-off	2	2	2
Tracked	100	100	100
Time	100	100	100
Efficient	PC	100	100
Meeting	PC	100	100

Current Workforce & Utilisation

Workforce Planning is Part of Strategy Deployment.