

Capturing the Full potential of Human Resources

Key Objectives 1

Identify the key sources of value so that a framework will be in place to address inevitable tradeoffs such as employee satisfaction vs. cost efficiencies.

Develop a Baseline 2

Establish a staffing baseline against which potential alterations to the scheduling process can be compared.

Need for Employees 3

Focus on how current staffing policies support the true necessity for employees.

Assess Employee Base 4

Evaluate employee availability and preference, such considerations as when they want to work and how much they want to work.

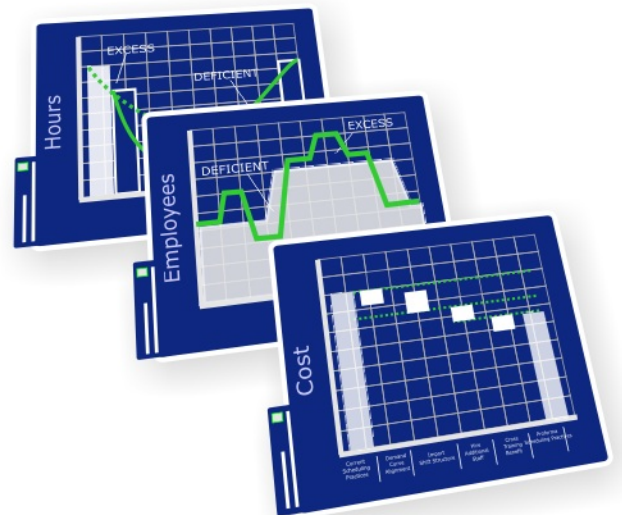
New Opportunities 5

Identify additional value that is possible through structural changes, such as new team structure, cross-training of skill sets, or adding a couple of resources with a particular skill.

Implementation Plan 6

Develop a very straightforward checklist for a better approach to human resources planning and scheduling.

EmLogis provides a unique, industry-leading solution for human resource planning and scheduling. With its proprietary software technology, EmLogis enables clients to identify and attain significantly more value from their human resources. In diverse environments, EmLogis has demonstrated the ability to generate more efficient schedules, attain higher employee satisfaction, and reduce employee turnover - which are just some of the ways that EmLogis can help companies build a sustainable competitive advantage. In short, the EmLogis workforce efficiency solution enables companies to make rational choices that align the planning and allocation of human resources with the company's strategic objectives.



Capturing the Full potential of Human Resources

1 Identify Key Objectives

The priorities for human resource management vary among organizations. Retail clients cite the need to place the best sales people on the floor at peak traffic time. Other clients are focused on creating schedules with the lowest possible cost. In this first step, EmLogis works with you to identify the key sources of value so that a framework will be in place to address inevitable tradeoffs such as employee satisfaction vs. cost efficiency.



2 Develop a Baseline

This step addresses a number of key elements in the scheduling process: who makes the decisions, what is the impact of policy choices (eg, overtime), and the overall labor costs resulting from the current scheduling process. In this step, we establish a baseline against which we can compare changes to the process.



3 Determine Need For Employees

This step focuses on how current staffing policies support the true need for employees. Every organization has some perspective of its "demand curve" for employees. In some cases, the need varies a great deal during the course of the day. Many retail providers experience large spikes during peak shopping hours. And certain policies - for example, a single standard shift length - can have a very significant impact on how well the employee base "fits" the staffing needs of an organization. Often in this step, with very few adjustments to current policies, we are able to identify significant efficiencies.



4 Assess Employee Base

This step addresses the needs and makeup of the employee base. Because employees are not "impersonal widgets" on a manufacturing floor, here we comprehend their desires and availability. We capture such considerations as when they want to work and how much they want to work. While it is rare that every desire can be met, our software improves the process by making decisions visible, calculating the cost to accommodate employee preferences and generating a schedule that maximizes employee satisfaction.



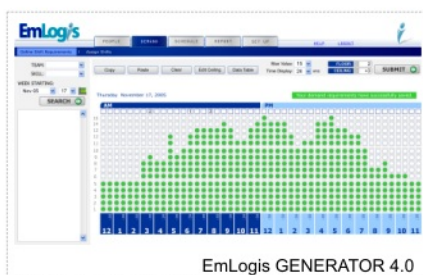
5 Identify New Opportunities

In the first four steps, we identify changes to create value with the existing staff and skills. This step identifies additional value that is possible through structural changes, such as new team structures, cross-training of skill sets, adding a couple of resources with a particular skill, etc. The key thought: in many client environments, we are able to identify new, breakout opportunities that create significant value to the client.



6 Develop a Detailed Implementation Plan

With the value identified in steps 1-5 of your workforce efficiency analysis, we are now in a position to create a detailed implementation plan. The plan will be aligned with the company's strategic objectives, and provide a sequenced set of actions to capture value. The outcome of this step is a very straightforward checklist for a better approach to human resource management.



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