



## Connect Operations, HR and Finance to Optimize the Cost of People

- Combines Advanced Planning and Analytics to Assist with Strategic Planning
- Rapid Assessment of 'What If' Scenarios with Robust Forecasting Logic
- Cut Across Company Silos with People Planning & Analytics

## WHAT IS PP&A?

People Planning & Analytics is an Advanced Planning Solution built by KeenVision using Planful's Dynamic Planning capabilities. PP&A enhances the native Planful WorkForce Planning capabilities allowing you to plan for people across multiple templates, but still re-aggregate the data together in a purpose-built model. The model also incorporates actuals data at an employee level to support deeper variance and cost analysis.

PP&A breaks down organizational silos in the Planning process allowing HR, Operations and Finance to work together to optimize the cost of people. The distinct merging of advanced planning and analytic techniques allows users to assess a diverse range of people and compensation strategies. The 'What-If' capabilities are pre-built into the forecasting logic which provides rapid assessment of Compensation Plan changes.

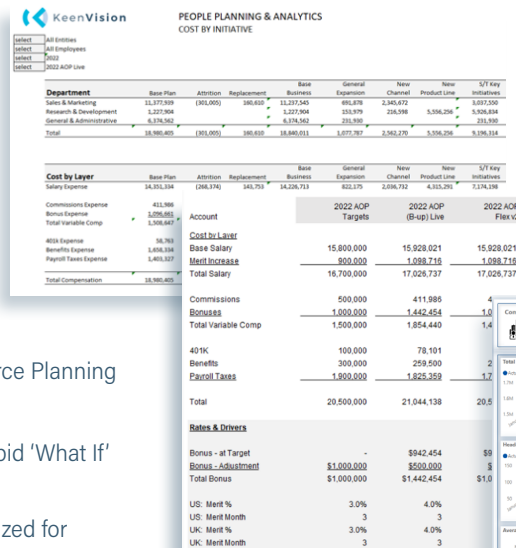
FEATURES OF PP&A	
COST LAYERING	ANALYTIC COST MODELING
ASSESS COMPENSATION PLAN CHANGES	INITIATIVE PLANNING CAPABLE
EMPLOYEE CENSUS BASED BENEFITS	ACTUALS AND FORECAST BY EMPLOYEE

## WHAT CAN YOU DO WITH PP&A?

- Forecast & Track Strategic Employee Actions
- Staffing & Compensation Modeling
- Weekly Visibility to Hourly Payroll Activity
- Variance and Cost Analysis at the Employee Level
- Analytics Visibility and Reporting on People
- Intersect with Operating or Employee Census Data for Rich Visualizations in PowerBI

## Initiative Enabled

- Strategic Planning Capable
- Staffing & Compensation by Initiative
- Flex the Timing & Magnitude of Initiatives
- Trackable for Actuals Comparison
- Model the Impact of Strategic Initiatives



## Visualization

- Blend PP&A with operational data and leverage rich BI visualization

\*Sample interface using PowerBI

