BUILDING A SCALABLE WORKFORCE:

Enterprise headcount planning transformation with Anaplan for a Software leader

CLIENT OVERVIEW

The client is a fast-growing global software company expanding rapidly across multiple regions, delivery models, and talent markets. As hiring scaled across full-time employees, new hires, and contractors, workforce planning became increasingly complex. Disconnected systems, manual processes, and varying regional compliance requirements made it challenging for HR and Finance to maintain accurate, timely, and aligned headcount and cost plans.

To address these challenges, the company partnered with Polestar Analytics, leveraging its deep **workforce planning expertise and Anaplan-powered capabilities** to build a scalable, enterprise-grade headcount planning solution that aligned HR, Finance, and Operations.

KEY CHALLENGES

Despite having modern HR and financial systems in place, the organization faced significant limitations in its workforce planning processes:

Disconnected workforce data
Headcount, recruitment, and financial data lived across HRIS, recruiting, and finance systems with no single source of truth. Manual reconciliation slowed planning cycles and eroded confidence in reported numbers.

Complex compensation structures
Different pay structures, benefits, payroll taxes, and statutory requirements across geographies increased calculation complexity and compliance risk.

Compliance and regulatory challenges
Manual handling of US and non-US regulatory requirements made the planning process error-prone and difficult to scale as the workforce expanded.

Inability to plan holistically
Existing employees, open requisitions, future hires, and contractors were planned in silos, preventing leadership from understanding true workforce demand and total cost impact.

Inadequate workforce expense forecasting
Workforce expenses were planned at a high level, limiting visibility into cost drivers such as benefits, bonuses, and one-time payments—reducing forecast accuracy.
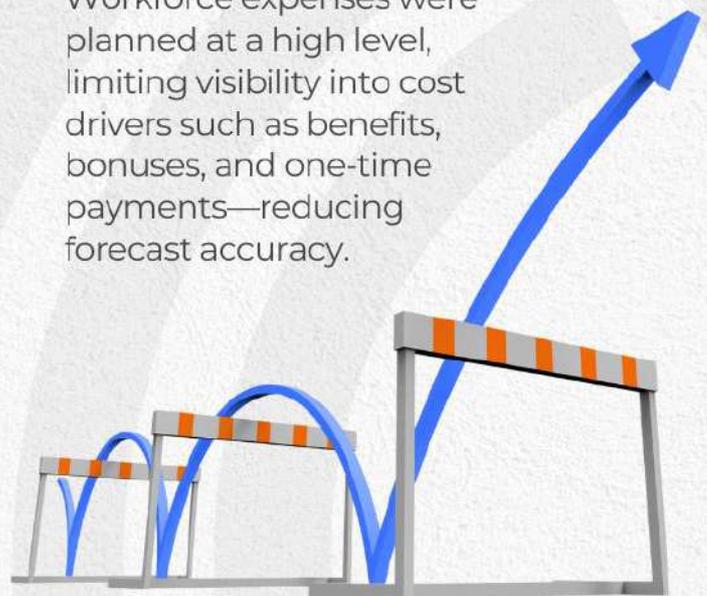
SOLUTIONS IMPLEMENTED

Polestar Analytics implemented a centralized, Anaplan-powered workforce planning solution, enabling connected planning across HR, Finance, and Operations.

Unified Data Management

- Centralized employee and compensation data into a single Anaplan workforce model
- Integrated recruitment forecasting to connect open requisitions with headcount plans
- Automated requisition tracking across departments and locations
- Standardized department and location hierarchies for consistent planning and reporting
- Aligned hiring plans seamlessly with workforce budget assumptions

Advanced Planning Capabilities

- Enabled flexible placeholder budgeting to proactively plan for future hires
- Supported multi-cycle merit planning for annual and off-cycle compensation adjustments
- Implemented department-level attrition tracking to improve workforce visibility
- Automated bonus calculations across roles and geographies
- Embedded regional compliance logic for accurate US and non-US calculations

Comprehensive Expense Planning

- Implemented end-to-end workforce expense planning within Anaplan
- Modeled base compensation and variable pay at a detailed level
- Incorporated benefits including insurance, PF, and 401(k) contributions
- Planned one-time payments such as joining and retention bonuses
- Integrated regional payroll taxes to capture total workforce cost accurately

BUSINESS IMPACT

60% reduction in planning cycle time through automation and elimination of manual reconciliations

Significant improvement in data accuracy driven by automated calculations and deduplication logic

Enhanced forecasting accuracy with real-time visibility into headcount metrics and workforce expenses

Seamless regulatory compliance through built-in regional calculation frameworks

40% improvement in budget accuracy enabled by real-time synchronization between HR, Finance, and Operations

Reach out to us!