



Your Future Workforce Starts Here

## Aruspex Advisory Services

At Aruspex, we believe that every organization should be responsible for its own workforce future. Strategic Workforce Planning is best done in-house; a consultant cannot effectively do it for you. However, we understand that most practitioners need training, mentoring or other support on the Strategic Workforce Planning journey.

Aruspex Advisory Services are designed to give you the training, mentoring or other support needed for effective Strategic Workforce Planning. Every service is underpinned by our focus on skills transfer to ensure you are fully equipped for independent future success.

Our approach ensures that organizations take a complete view of talent – not just head-count.

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**The four pillars of our comprehensive Aruspex Advisory Services are Community, Advice, Research and Training.**

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### COMMUNITY

Aruspex serves a network of workforce planners who are able to share, learn and grow with each other through our online and personal engagement methods. For the past five years, we have arranged online and offline events, shared information and offered access to tools and techniques which aid the workforce planning journey. Membership in our community offers access to a wide range of resources... most important of which is other workforce planners!

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### ADVICE

Critical to helping our clients succeed, our advisory services include a full range of services from scenario planning, facilitation, consulting support, and coaching and mentoring, right through to business process outsourcing.

### The four pillars of our comprehensive Aruspex Advisory Services

- Community
- Advice
- Research
- Training

### Coaching and Mentoring

Aruspex recognizes that many organizations already have skilled resources, but even the best require occasional assistance with their planning. As a result, we offer mentoring programs tailored to all skill levels. Regular, structured access to an experienced workforce planner for coaching, de-brief and review is a powerful personal development and empowerment tool.

Our mentors offer a combination of targeted questions and challenges with guidance and encouragement. This helps workforce planners at all skill levels to look more closely at themselves, their issues, opportunities and what they want to achieve from workforce planning.

### Scenario Planning

Scenario Planning is a tool to help organizations think differently and to deal with uncertainty. It can be used to map out a range of alternatives; however, it may not be meaningful if the correct methodology is not applied.

Aruspex can both develop a scenario planning capability for your organization and simultaneously work with you to produce scenarios. There are different ways scenarios can be developed, depending on your organization's approach, such as developing straw models for executive review or scenarios developed with direct input from executives.

### Facilitation

While Aruspex recommends that your workforce planning resources work directly with the internal business contacts, there are times when it is more effective to have another party facilitate workforce planning sessions. A workforce planning session can often explore things in a different way using an external facilitator in combination with your internal workforce planning resources: Aruspex introduces workforce planning concepts and helps guide your internal resources in executing the project.

### Consulting Using Aruspex CAPTURE

Strategic Workforce Planning involves analyzing and interpreting a high volume of data from multiple sources, from both inside and outside of your organization. Aruspex's CAPTURE software leverages this information, such as your HRIS, national statistics bodies, universities, best practice organizations, and your organization's own expertise, from executive strategy and HR specialist insight to line manager understanding. Using CAPTURE reduces the overall length of a consulting engagement, as it enables you to identify, design and attain the right workforce for your strategy by providing management with visibility to true talent challenges and the decision support tools they need at the touch of a button.

### Business Process Outsourcing

If needed, Aruspex can take comprehensive responsibility for your workforce planning needs.

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## EXPERTISE

### Targeted Research

Organizations are often aware of workforce issues that present significant challenges; however don't have the capacity to adequately research them. Alternately, an organization may know that they don't fully understand their environment and seek expert researchers to bring insight on the internal and external forces impacting their workforce.

Research involves exploring specific workforce challenges by scanning the environment, present and future issues and trends relevant to the workforce, industry and organization, then analyzing data identified. Aruspex presents this research in a way that can be immediately applied, plus recommendations to address the identified issues.

### Ongoing Environment Scanning Services

As well as targeted research, Aruspex provides ongoing environment scanning services for a wide range of industries, professions and geographies. Organizations can sign up to these services to receive timely bulletins on issues occurring in the external environment which may impact their workforces.

### Aruspex Media

Free to the Aruspex workforce planning community, Aruspex shares insights and tips from our ongoing best practice research through Aruspex Media: our blog, monthly newsletter and research white papers ... plus we partner with organizations to make an even broader body of knowledge available to workforce planners. These include detailed instructions on how to workforce plan, insights into the external workforce environment, and pointers to resources, tools and events which benefit all workforce planners.

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## TRAINING

### Capability Development

Our capability development approach is the quintessential "how to" and focuses on creating an internal workforce plan competency in your organization. This service is about equipping your internal resources as experts, using our tools and techniques to make you self-sufficient. Capability development can take many forms ranging from our formal workshops (public or in-house), or tailored coaching arrangements for very targeted skill development.

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