CASE STUDY

Fortune 50 Insurance Giant Validates $10M Expenditure and Builds Internal SWP Capability with eQ8.

eQ8

AT A GLANCE

- Industry - Finance
- Location - Global
- Employees - 50,000

Challenges

- Operations in 50 countries
- Inability to see future workforce needs
- Lack of actionable data
- Limited internal SWP knowledge/capability

Benefits

- Validated $10M Learning Program
- Launched internal leadership program to 5k employees
- Dynamic Scenario Planning to create action plans for multiple scenarios.

OBJECTIVES

In 2018, the organization rolled out a $10M Learning Program to help develop its employees, but it quickly discovered that it had no way to validate this expenditure and ensure that the funds were being used in the most efficient manner. This led to an implementation of strategic workforce planning within the organization, but the methods were manual and it was difficult to plan for multiple scenarios in a rapidly changing environment.

SOLUTION

When looking for a technology solution to support the need for strategic workforce planning, it was crucial that the technology supported modeling different scenarios in order for the organization to more accurately assess the present and plan for the future.

The ability to identify gaps in skills and predict the current supply vs the future demand for them was also of vital importance.

Finally, the technology needed to go one step beyond identifying these gaps and create action plans for remediating them.

Why eQ8

Dynamic Scenario Planning

See the current workforce forecast as well as views of different possible futures so you can be prepared - no matter what.

Skills-Based Demand Planning

Understand the skills your organization needs to meet its future goals, the current skills landscape, and the impact of any skill gaps to the org's long-term future.

In-House Action Plans

Data-backed action plans owned by your org to narrow down what you could be doing to what you should be doing. No consultant required.

> eQ8 allows us to create multiple models based on different scenarios, where if we were trying to do that in Excel, we would just be overloaded with spreadsheets and version control. It's been vital in helping us identify and plan for skills gaps but also create action plans to address them — the entire point of SWP.

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