



Human Resources Planning Framework

THE FUTURE OF PLANNING

The Future of Planning

Your commercial planning shouldn't feel like a constant uphill battle against spreadsheets and guesswork. The most successful companies have already moved beyond manual processes that eat up time and miss critical revenue opportunities. They're using smart technology that actually learns from their business patterns and helps them make better decisions faster.

What if your planning system could show you exactly **what's coming next**, not just what happened last quarter? With real-time data and predictive insights working together, you can finally stop reacting to problems and start preventing them. This is planning that works as hard as you do - giving you the clarity and confidence to drive real growth.

5 SOLUTIONS

We elaborated 5 Solutions to help you moving to the **next level**! Say goodbye to silos and hello to **agile, connected planning** that puts every team on the same page and ahead of the game, with real-time collaboration and predictive insights across the board.

PLANNING FRAMEWORK



Human Resources



Commercial Gross-to-Net



Purchasing & Procurement



Forecasting & Demand



AI Finance



Human Resources Planning Framework

Enabling Strategic Workforce Agility with SDG's Expertise and Technology Integration



Our HR Framework - a proprietary accelerator that combines proven methodologies, HR analytics, and advanced platform capabilities to drive strategic workforce readiness - is designed to help clients forecast talent needs, bridge skill gaps, manage workforce costs, and align HR strategy with business goals.

It provides an **integrated, future-proof solution** to elevate HR from operational support to strategic enabler - empowering agility, optimizing human capital, and strengthening organizational competitiveness.

THE MARKET CONTEXT

Why Strategic HR Planning is a Business Imperative

Organizations are navigating an era marked by **talent scarcity**, demographic shifts, hybrid work models, and continuous disruption. Traditional HR processes, often reactive and disconnected from business strategy, are insufficient to meet these modern challenges. Without robust HR planning, companies face:



High Turnover and Talent Drain



Workforce Imbalances



Operational Inefficiencies



Decentralized and misaligned information

Design and Key Capabilities

SDG's Human Resources Planning Framework integrates **advanced modeling**, **predictive analytics**, and **collaborative workflows** to ensure organizations are equipped to meet workforce demands proactively. Its key features include:



Integrated Workforce Forecasting



Skills and Competency Gap Analysis



Scenario Planning and Risk Mitigation



Industry-Specific Adaptability



Intelligent Talent Analytics



Strategic Alignment & System Integration

PLATFORM ENABLEMENT

Building on Robust Technology with SDG

Our HRP Framework is designed to be deployed on leading platforms like Board, ensuring end-to-end integration, scalability, and user adoption.

Through the power of in-memory analytics, role-based workflows, and real-time simulations, the platform delivers:



Collaborative Planning



Dynamic Dashboards



Advanced Analytics Integration



Data Consistency

Value to the Client

Turning Workforce Planning into a Strategic Asset

Deploying the SDG Human Resources Planning Framework means transforming your workforce into a source of competitive advantage. **Key benefits** include:



Workforce Resilience and Agility



Operational and Financial Efficiency



Strategic Visibility and Governance



EU-compliant ESG metrics



SDG Group at a Glance



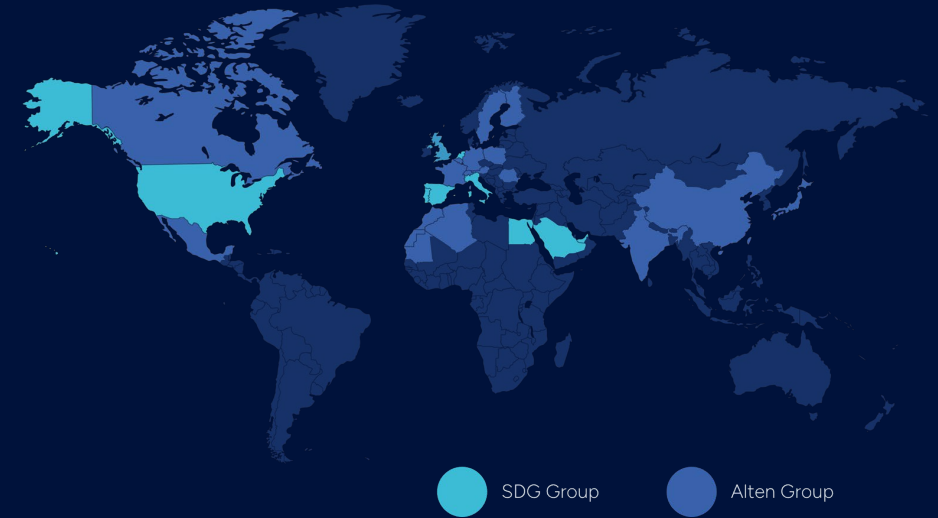
+2500
Consultants



+700
Clients



30+
Years of Experience



Insights & Performance Improvement

Business Insights

Performance Management

AI Driven Analytics

AI & Business Science

Business Analytics

Operational Analytics

Data & Analytics Foundation

Modern Data Management

Dataware

Analytics Foundation

Extreme Data Engineering

Infra & Cloud Engineering

I&C Optimization

Artificial Intelligence

Global
International
Practice

Portfolio olistico di
servizi AI



The Guiding Force in AI-Powered Transformation

Orbitae is the next evolution of SDG Group's AI journey—where 30+ years of data mastery and 15+ years of pioneering AI experience converge with cutting-edge innovation.

Backed by a robust portfolio of proprietary solutions and frameworks, with Orbitae we drive transformation with deep knowledge and proven capabilities across industries and functional areas.

300+

**Strong AI
capability**

through
multidisciplinary
AI experts

+50

**Unique IP &
Accelerators:**

AI Toolkits, Frameworks,
Solutions, Elements, and
Pattern Designs.

70+ clients

100+ use cases

Across most industries and
business domains delivered
by AI, Industry, and Business
Domain SMEs.



Our Contacts



Name Surname

Job Title

name.surname@sdggroup.com

+00 000 000 0000

www.sdggroup.com