



board

Human Resources Planning Framework

THE FUTURE OF PLANNING

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**
- ⚠ **Recurring organizational restructurings**
- ⚠ **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



Cost Forecasting & Financial impact



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



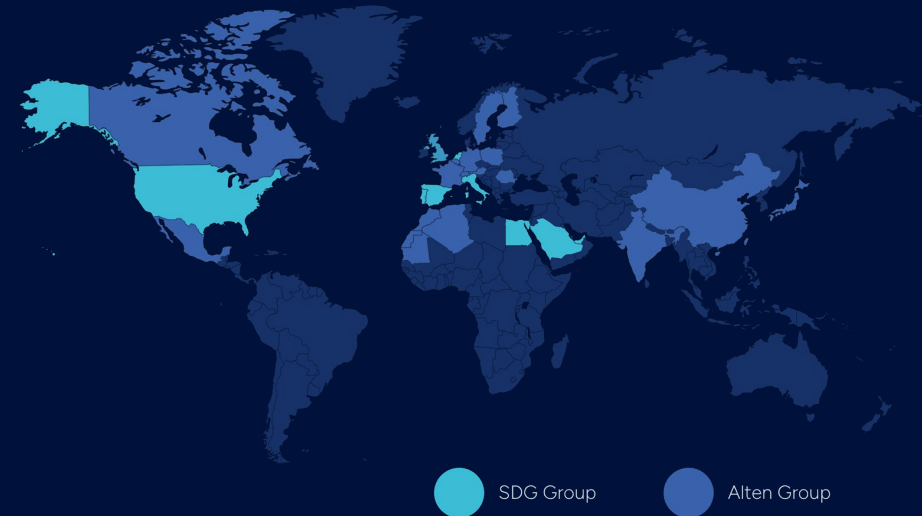
+2500
Consultants



+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

Comprehensive
AI Portfolio



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.





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