

How can the company cut staff to save \$10 million dollars! And who should be let go?



Overview:

In these tumultuous economic times, many organizations need to analyze their current organization and gauge how they can reduce costs related to their human capital. It is not just imperative to “reduce costs” but to carefully ensure that the resources you lose will not have dramatic impact on the organization’s ability to compete in the years to come.

NSS consultants can assist your organization to:

- Analyze the current employee population (by job level, organization, location, etc.) and its costs
- Set a target of the cost savings to be realized
- Project cost reductions based on a force retirement or a retirement incentive program (e.g., based on an Age + Service model)
- Allow Managers(via a web-based tool) to rank or “protect” their most critical employees
- Model who should be downsized based on current/past performance
- Model who should be downsized based on potential
- Create multiple scenarios using different assumptions
- Analyze the impact of required severance payments for contract employees/executives

- Produce dashboard and detailed reports on cost savings as well as lists of employees to be downsized

Methodology:

NSS provides this service as a combination of consulting and software. Our consultants will meet with your staff to ascertain the exact strategy and objectives for your organization. Using our standard data model, we will map your data requirements to support your strategy and define a data feed from your internal HR systems.

NSS will load your data (a relatively small amount of data is required from your internal HR systems) into the application (using our secure hosting facility) and produce the initial set of baseline reports and analysis on your current workforce. Using your assumptions, we will work with you to create various scenarios necessary to reach the desired cost savings. There is no limit to the number of scenarios and custom scenarios that can be created for any client. It is assumed that a scenario will undergo multiple steps as it seeks to reach the desired cost saving. Once the cost target has been reached, you will be able to list by organization, the recommended list of employees that are identified for downsizing.

Models can be created that eliminate a business, department or location. A web-based tool can enable managers to “protect” critical resources. Once protected, an employee will not be included in future scenarios. Models can anticipate employees eligible to retire or employees close to retirement that perhaps could be induced to retire. Models can be run that flag, for example, the employees with the lowest performance rating.

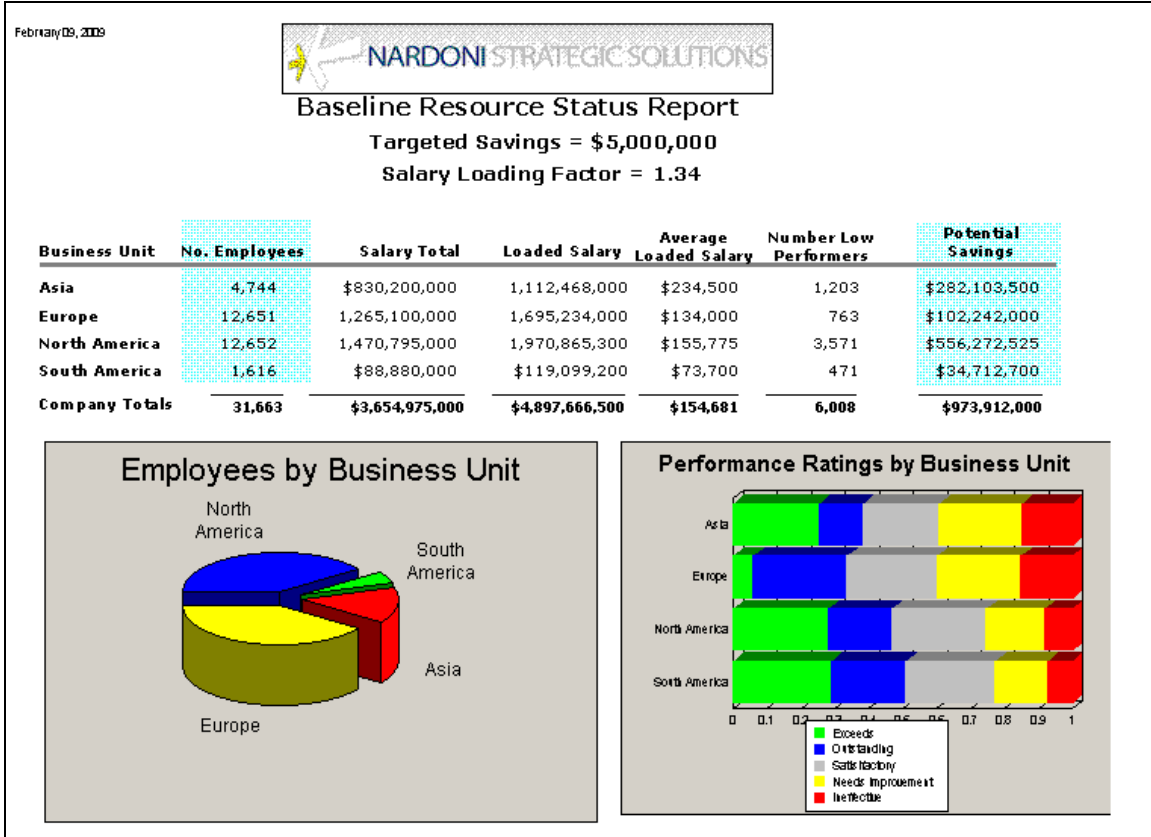
NSS consultants and technical staff can create virtually any modeling scenario using state-of-the-art talent management tools. Reports and analysis can be custom-created based on each client’s unique needs. A variety of standard reports (customized reporting also available) will summarize who has been selected; summarize organizational impact and various cost reports. Detailed name listing by organization will identify employees to be downsized. HR administrators can always override any employee selected.

NSS consultants and the client will continue to run scenarios until the desired costs savings have been realized. Each employee will be flagged with the scenario option used to select them. The client will always have an option to “un-select” any employee.

The result will be a staffing plan based on a series of well-defined criteria. Even if a downsizing is not an immediate consideration for your organization, it’s worth reviewing the potential impact on your organization even before you are asked by your management team to do so.

Both standard and custom metrics reports are available. A sample report is shown below.

Sample Downsizing Report



To learn more about this service, please contact us:

Nardoni Strategic Solutions
 7581 Monte Verde Lane
 West Palm Beach, FL 33412
 Office: (561) 626-9713
 Cell: (908) 380-6831
 E-mail: info@nardoni.com