

deFacto

Start Your

**INTEGRATED BUSINESS
PLANNING JOURNEY**

With

**DEFACTO WORKFORCE
PLANNING**

OCT 2025 | Strategic Workforce
Planning (SWP) Simplified



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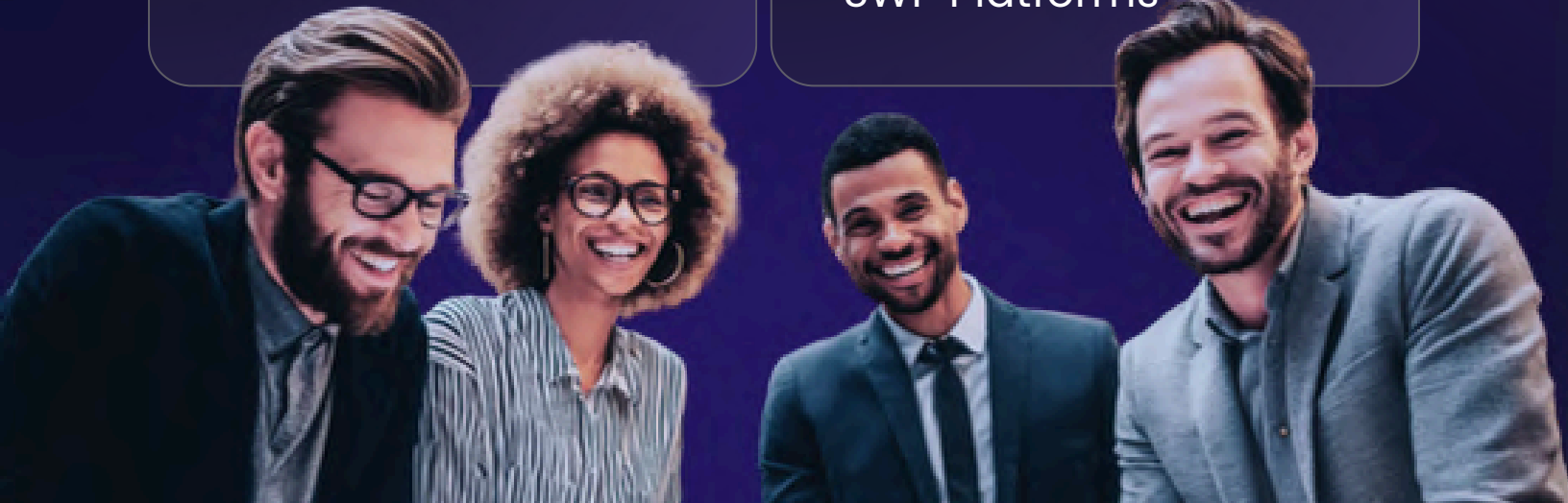
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01

The Workforce Planning Imperative



The Workforce Planning Imperative

KPMG's 2024 Strategic Workforce Planning Report confirms what leading organizations already know— **Strategic Workforce Planning (SWP)** is no longer an HR exercise. It's a cross-functional Integrated business planning discipline connecting Finance, HR, and Operations to anticipate workforce needs, align resources, and improve profitability.

By 2024, Gartner expects **25% of large enterprises** to deploy dedicated SWP platforms. Yet many still rely on disconnected spreadsheets or complex enterprise systems that delay decisions and obscure workforce insight.

deFacto offers a practical, Microsoft-native approach that brings the power of enterprise SWP capabilities—outlined in KPMG's report—within reach for any organization.



02

Built for the Features That Define Best-in- Class SWP



Built for the Features That Define Best-in-Class SWP

According to KPMG, leading SWP platforms should deliver:



Demand Forecasting & Scenario Planning – Model future workforce needs with business agility.



Gap & Action Planning – Identify skill gaps and build actionable recruitment and development plans.



Skills & Succession Management – Create a living job architecture to support leadership and capability growth.



Reporting & Analytics – Real-time, visual insights for faster, data-driven decisions.



Integration & Compliance – Seamless connectivity to HRIS, ERP, and planning systems.

deFacto delivers on every one of these principles—and extends them by combining HR, financial and operational data in one integrated Microsoft ecosystem.

03

deFacto vs. the Enterprise Platforms Profiled by KPMG

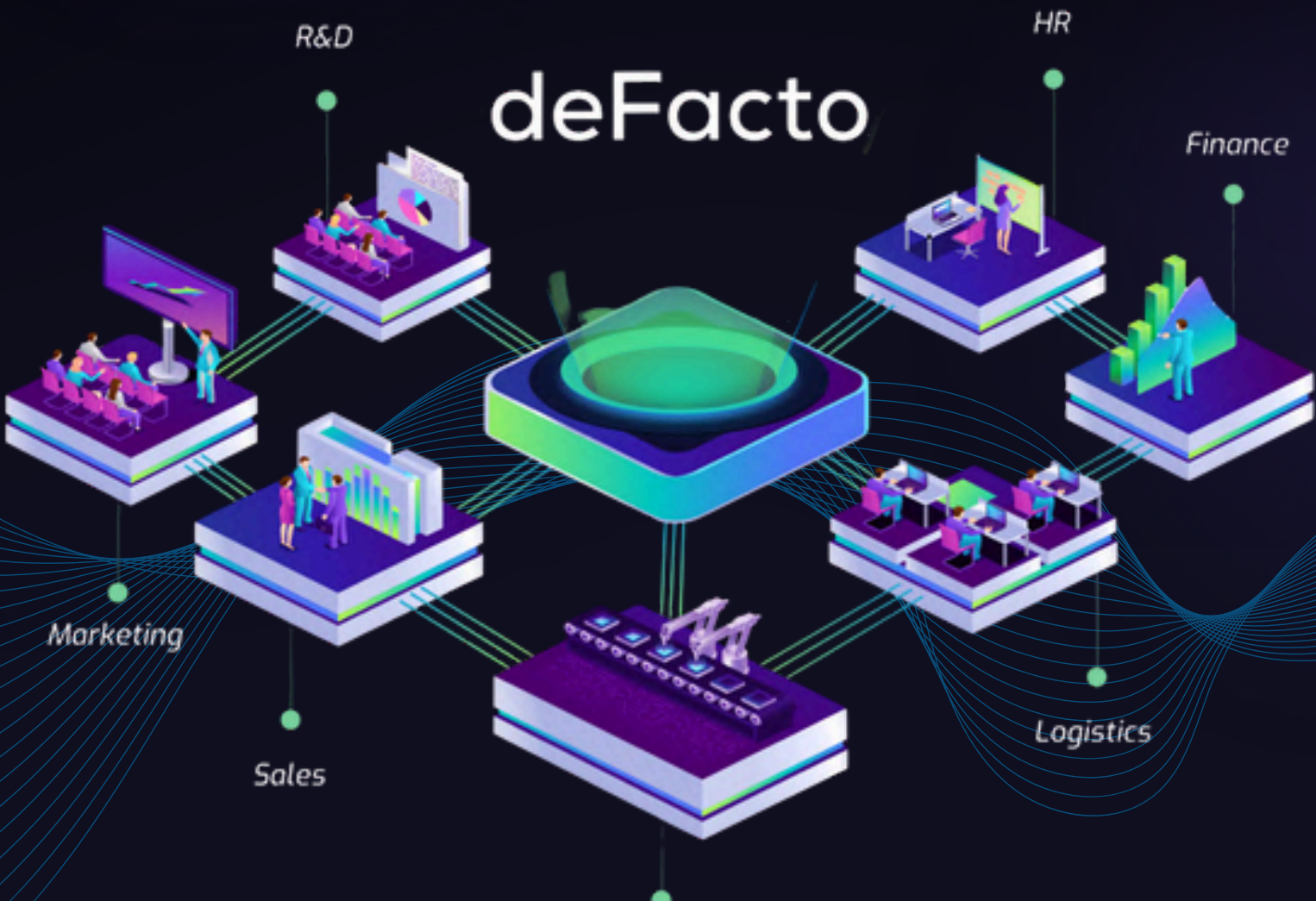


deFacto vs. the Enterprise Platforms Profiled by KPMG

Vendor	Positioning (per KPMG)	How deFacto Competes
Anaplan	Flexible connected planning across functions	deFacto delivers the same cross-functional capability using familiar Microsoft tools—without high cost or complexity.
Workday Adaptive	HR & financial planning integration	deFacto provides HR, Finance and Operations alignment across any HRIS or ERP, not just Workday's ecosystem.
Oracle Strategic Modelling	Deep financial modeling & simulation	deFacto brings similar scenario modeling and forecasting within Excel & Power BI, deployable in under 60 days.
Orgvue	Visualization & org design focus	deFacto offers rich scenario visualization in Power BI while unifying HR, Financial and Operational data for true operational impact.

04

Why deFacto Is the Practical Choice



Why deFacto Is the Practical Choice?

Enterprise Capability, Microsoft Simplicity.

- ✔ **Microsoft-Native:** Works directly in Excel, Power BI, and Teams—no new interface required.
- ✔ **Unifies HR with all organizational planning functions:** Combines workforce, financial and operational data in a governed, single platform.
- ✔ **Flexible Structure:** Plan at employee, position, or hybrid level with automated benefits and tax logic.
- ✔ **Rapid Implementation:** Go live in under 60 days with prebuilt templates.
- ✔ **Scalable IBP Platform:** Expand from HR to Finance, Operations, and Supply Chain as maturity grows.



05

Start with HR Planning, Scale to IBP



Scale to Integrated Business Planning

KPMG emphasizes that SWP success depends on cross-functional integration, actionable forecasting, and scalable data infrastructure. deFacto enables all three—starting with HR planning as the easiest, fastest way to prove value and expand into Integrated Business Planning (IBP).

Start small. Prove value fast. Expand strategically.

Customer Proof Points:

- ✔ **Privia Health:** Reduced overtime costs and improved staffing optimization using dynamic scenario planning.
- ✔ **Goodwill:** Unified HR + Finance forecasting in one model—no disconnected spreadsheets.
- ✔ **Suffolk Hospitality:** Integrated UKG with deFacto for automated data updates and rolling workforce forecasts.

06

deFacto: The Practical Approach to Enterprise Workforce Planning



deFacto: The Practical Approach to Enterprise Workforce Planning

KPMG defines the future of workforce planning. deFacto makes it achievable—today.

deFacto aligns HR, Finance, and Operations on a single, Microsoft-native platform that leads to the deployment of a comprehensive Integrated Business Planning Strategy.

Book a 30-Minute Strategy Session

to see how deFacto Workforce Planning can launch your IBP journey.

deFacto Global

Integrated Business Planning for a connected, data-driven enterprise.

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