LABORCHART
THE CONSTRUCTION WORKFORCE MANAGEMENT PLATFORM

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1. **Workforce Management**
   What is WFM
2. **WFM Today**
   Where the industry sits today
3. **Future of WFM**
   Where the industry is headed
4. **A New Practice**
   How we get there
5. **Summary**
   LaborChart's role

PART 1: *THE GAP*

Workforce Management (WFM)

[Noun] An organizational approach used to optimize **efficiency** and **effectiveness** of employees.

RIGHT PERSON, RIGHT PLACE, RIGHT TIME, RIGHT PLAN

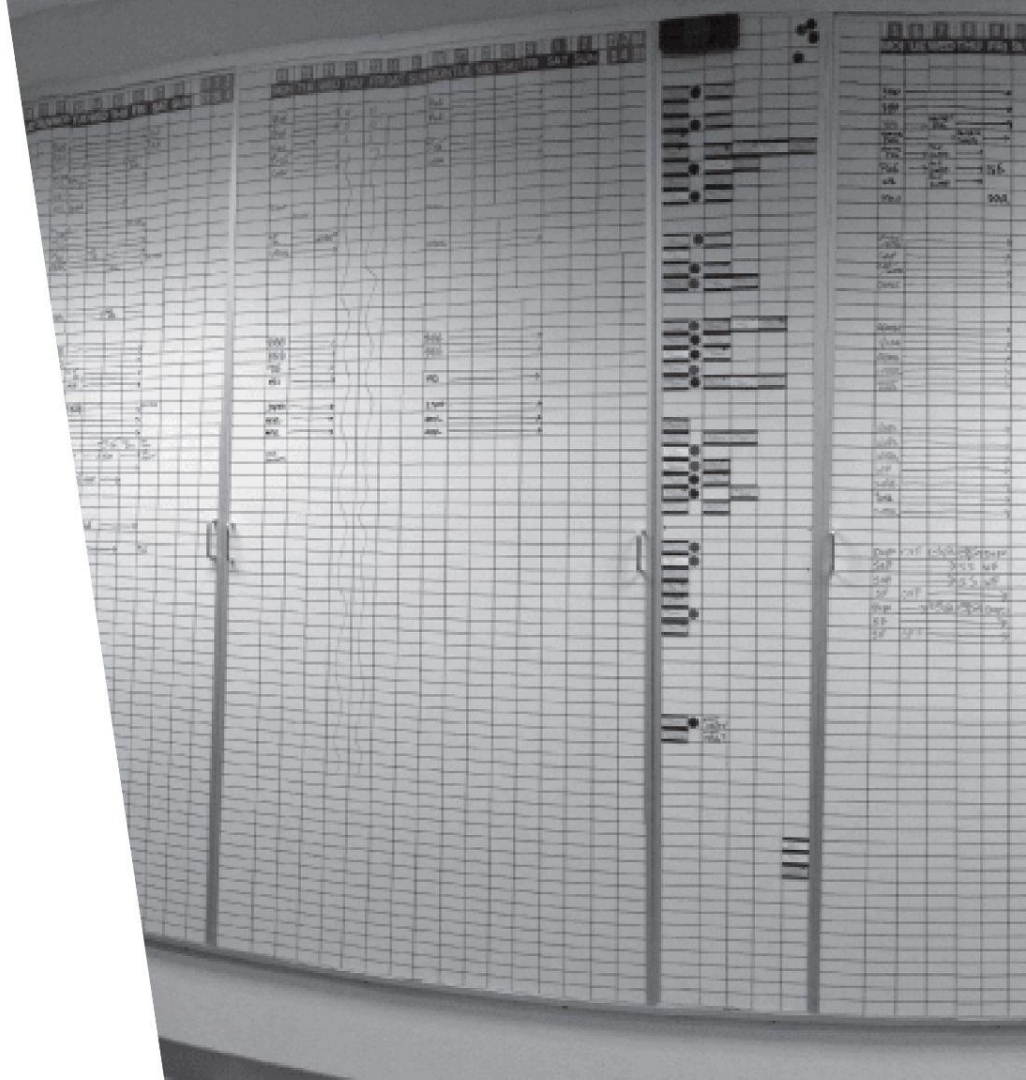
- People Management
- Scheduling
- Forecasting
- Data Management
- Analytics
- Communication

WFM Today

Every contractor is practicing WFM today; typically unknowingly or unequipped.

Labor is the largest unknown on projects...

- Fragmented
- Non-standard
- Redundant and retroactive inefficiencies
- High risk - low support/security
- Disconnected/inaccurate data and decisions



Future of WFM

Contractors are achieving sustained success through aligning and enabling their **people**, **processes** and **technology**.

- **PEOPLE:** Who is involved
- **PROCESSES:** How should it be done
- **TECHNOLOGY:** How to enable the people and support the processes

The 3-Legged Stool of WFM.

A New Practice

It's **not** just putting a tool in place. It's recognizing, adopting and evolving a **business practice**.

Identifying, prioritizing and professionalizing WFM.

> Very few things come along in one's career that change everything. Like CAD, LaborChart is one of them.
>
> - **Gary Fuchs**
> Westphal & Company

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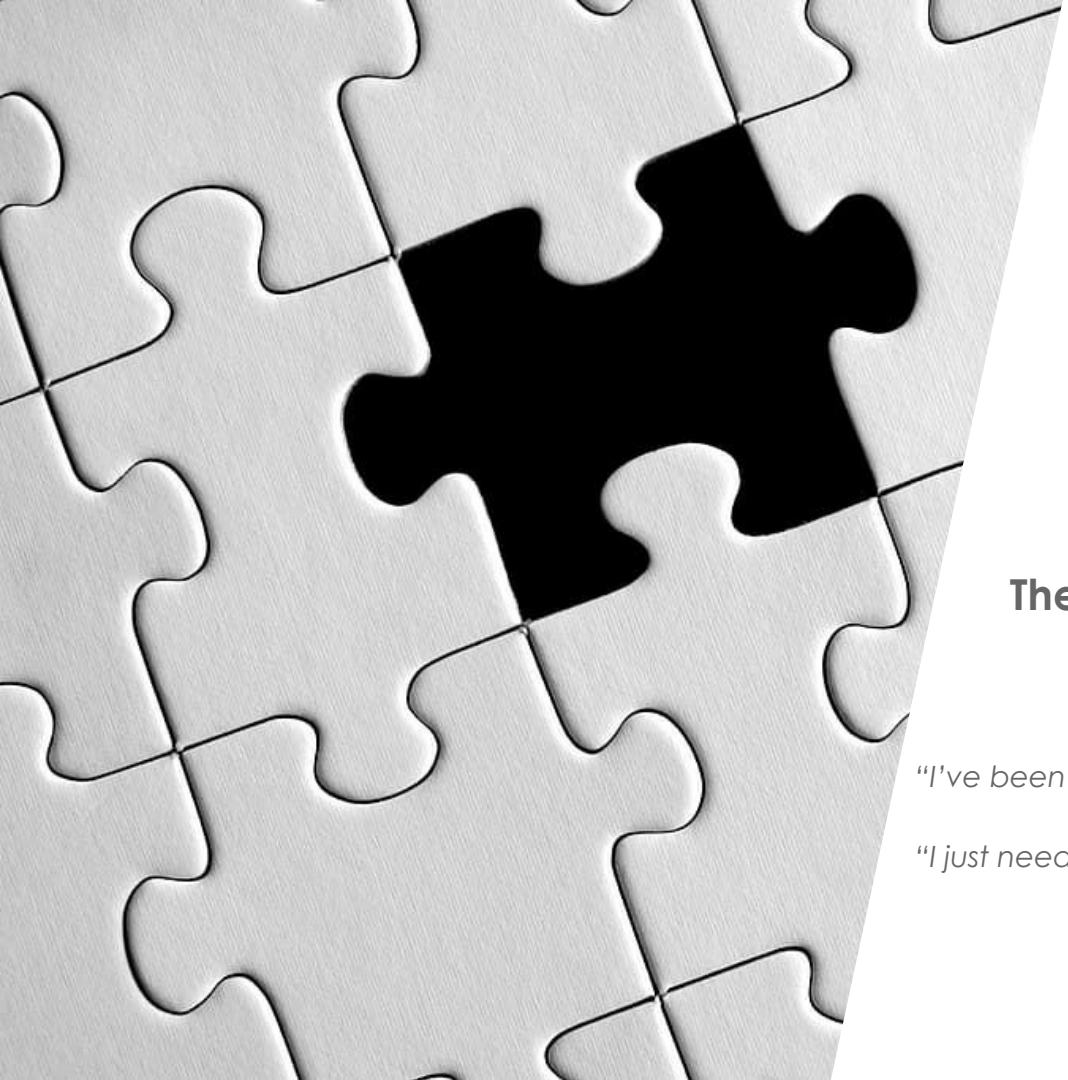
PART 2: *WFM PPT*

1. **The Gap *& Why***
   Why the WFM gap lingers
2. **WFM PPT**
   The final piece of the puzzle is here
3. **People**
   Who is typically involved in WFM
4. **Process**
   How it should be done
5. **Technology**
   Enablement & Support; now here
6. **The Time is Now**
   State of the Industry



The Gap *& Why*

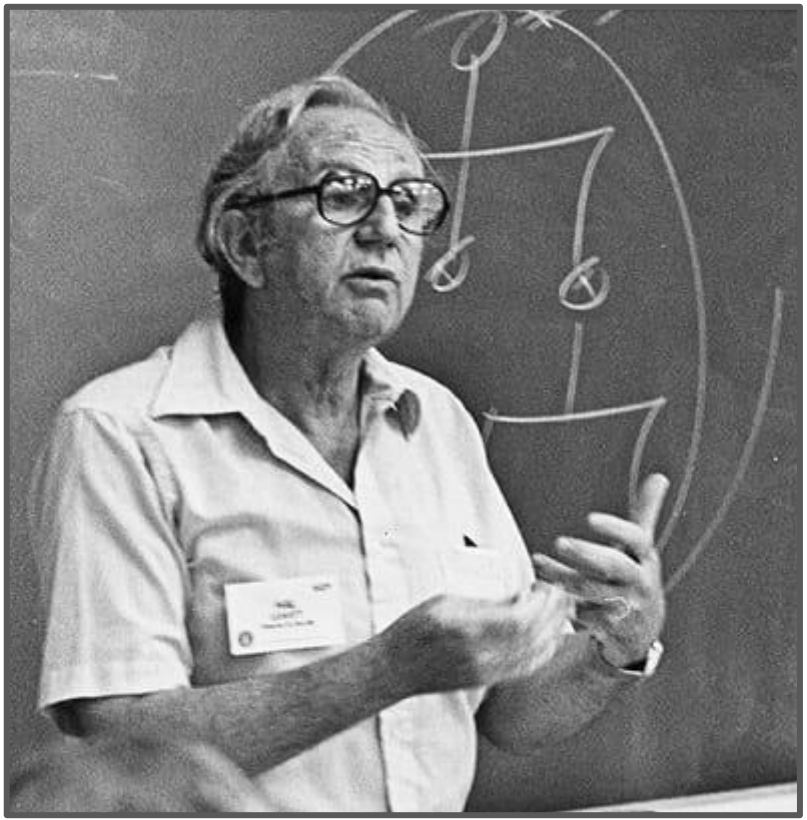
WFM: RIGHT PERSON, RIGHT PLACE,
RIGHT TIME, RIGHT PLAN

The WFM Technology Has Been Missing.

"I've been trying to put this together my entire career."

"I just need to be able to see everything in one place."

"There's gotta be a better way..."



WFM PPT

People, Process, Technology (PPT) has been the framework for business practices. [EST 1964]

People	Process	Technology
Who Should Be Involved	*How Should It Be Done*	*Enable People, Support Process*
Have Been Here	Have Been Obstructed	**Is Finally Here**

People

WHO SHOULD BE INVOLVED

People are centric to the business, WFM spans the business.

- Top-Down Initiative
- Responsibility, Accountability, Feasibility
- Contributors vs Beneficiaries

Process

HOW SHOULD IT BE DONE

Standardized processes create predictability, efficiency, and effectiveness.

Without standardization, progress is **obstructed** and **unsustainable**.

- Alignment
- Accountability
- Risk Mitigation
- Refinement

Technology

ENABLE PEOPLE, SUPPORT PROCESS

The tool must fit the task. WFM technology has been missing. It is now here and established.

Image Courtesy of Tom Fishburne and Marketoonist

"We are in spreadsheet hell right now…"

"Trying to build this [program] is like digging a hole deeper and deeper…"

"That board is the bane of my existence…"

The Time is Now

The state of the industry requires evolution.

> The key to success is often the ability to adapt.
> - **Confucious**

The era of WFM is here.

Identifying, prioritizing and professionalizing WFM is not a matter of *if*, but *when*.

Questions?

Join the WFM conversation.
Booth #309 @ LCI Congress

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