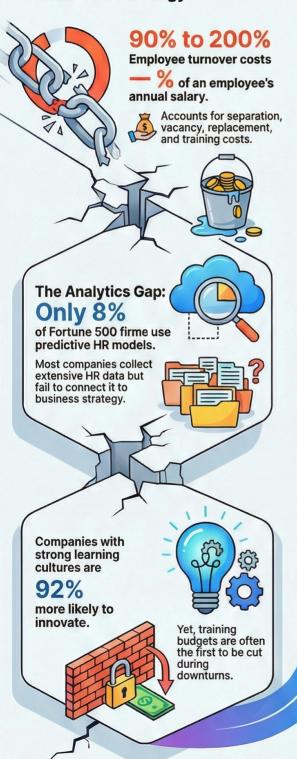
Beyond Headcount: The Strategic | ROI of Your Workforce

Most organizations treat workforce costs as an operating expense rather than a strategic investment, creating a disconnect between HR and finance. This infographic outlines the financial consequences of this misalignment and presents six evidence-based methods for quantifying how strategic workforce decisions drive tangible business value.

THE PROBLEM:

The High Cost of a Misaligned Workforce Strategy



THE SOLUTION:

6 Ways to Quantify Workforce ROI



Calculate Opportunity Cost of Unfilled Roles.

Workday found each unfilled role cost \$1.2M in delayed revenue, justifying faster hiring.



Vanguard saw clients with tenured advisors had 20% higher balances, guiding retention efforts.



Quantify the Cost of Capability Gaps.

Schneider Electric identified a \$3.2M/month revenue loss from skill gaps, funding a upskilling program.

Integrate Talent Strategy into M&A Due Diligence.

Salesforce retained 94% of critical talent in the Tableau acquisition via proactive planning.



94% retained



Model Workforce Risk Scenarios.

Kaiser Permanente linked nurse furnover to patient safety incidents, protecting retention budgets.



Forecast People Costs as a Growth Enabler.

HubSpot's forecasting added \$30M in revenue by hiring sales staff ahead of demand.