360° Resource Planning for High-Value Human Capital

PDWare's ResourceFirst™ resource management software aligns resources, teams, and their work with business priorities, improves portfolio management decision-making, and facilitates strategy execution. ResourceFirst is designed for organizations that require quick response to constantly changing priorities, staff and schedules.

ResourceFirst

Visibility

PDWare® offers 360 degree visibility into the availability, cost and deployment of your talented human capital. Managers who use PDWare software over time have access to current credible data that answers the following questions:

1. How should we be staffed to best support our goals and objectives?
2. What is the cost of our staffing plan?
3. How will the cost of our human capital be distributed to our customers (internal and external)?
4. What changes do we need to make to bring our current roster in line with our target staffing plan?

Feasibility

Managers who use PDWare over time have the ability to maintain rational plans, which means the organization can avoid funding initiatives that are not properly staffed or that have the high probability of stalling due to visible bottlenecks in the future. PDWare software constantly reviews the effort required to deliver an initiative (demand), the priority of the initiative, and the availability of the required talent (supply) at each level of analysis. This means that planning problems are visible in real time when assigning individuals or reviewing strategic programs.

Credibility

PDWare inherently provides credible decision-making data by including the managers who own the work, the managers in charge of functional areas, and the managers who set the priorities. By including all of these constituents in the periodic planning process, each has the opportunity to fingerprint the forecast and address conflicts along the way. As a result, the data reported to the organization never gets too far away from what is actually happening – even as priorities, schedules and personnel are changing. This approach also allows quarterly and monthly reporting to maintain continuity with annual plans, a discipline that is difficult for many organizations.
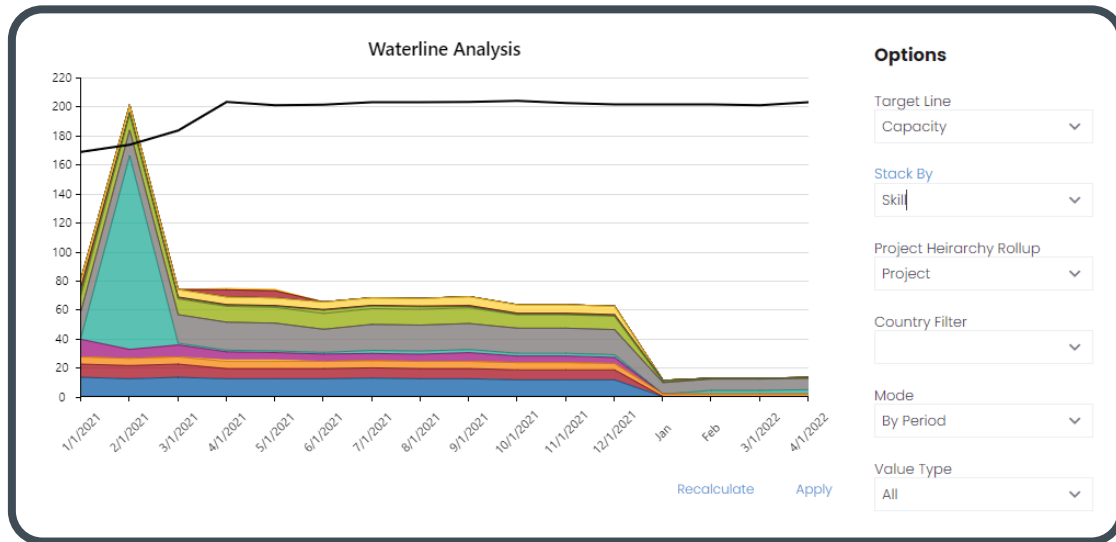
Transparency

Organizations that make application data available for decision-making tend to get more enthusiastic participation at all levels. Contributors to the process want to see that their efforts are being used in a meaningful way. Managers of both initiatives and people want to promote their successes, not their failures, and tend to put in the extra effort to make sure they are viewed in that light. Through reports, views and interfaces, PDWare can help organizations view planning data in a meaningful way, get the information to where it is most useful and eliminate duplicate data entry. This accelerates both the resource planning uptake rate and shortens the path to maturity.
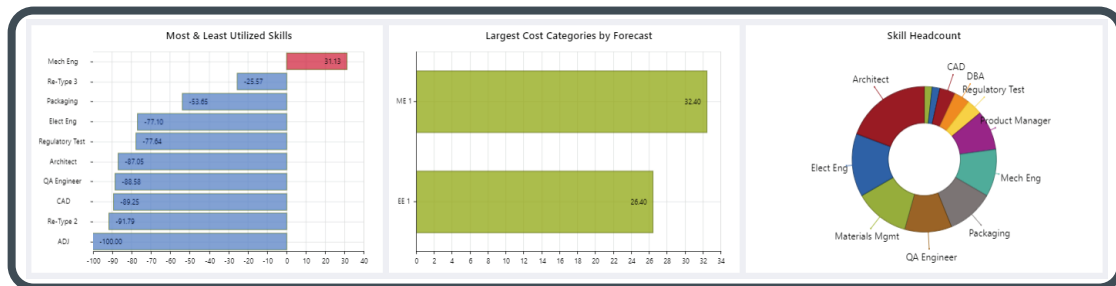
Any organization, large or small, faces the same fundamental question:
How do we get the most value out of our people and skills?

PDWARE™
pdware.com

ResourceFirst offers dynamic features like scenario planning and waterline analysis, that are powerful, yet simple to implement and use. First-line managers and executives can strategically allocate resources and teams, plan capacity, and report performance against both FTE and Financial targets. ResourceFirst emphasizes prioritization, feasibility analysis and financial labor costing as the foundation of PMO (Program Management Office) excellence. In addition, ResourceFirst is an open platform designed for systems integration with PPM, ERP, HR, Agile, PPM and BI Reporting applications.

Gaining visibility into resource and skill demand is usually one of the primary drivers for implementing resource management software. For a number of reasons, this objective, which seems simple to accomplish, is actually somewhat difficult to set up and maintain in real world situations. Both the software and the process need to address that schedules, priorities and staff are always changing. This requires real-time analysis to alert planners when a change takes place that affects the viability of the plan. ResourceFirst is uniquely positioned to deliver both immediate feedback on transactional decisions, while offering powerful scenario planning for evaluating alternative approaches.

For larger organizations, ResourceFirst provides a rational approach to supporting multiple Portfolios and Divisions (Operating Units), while creating a Culture of Feasibility and Efficiency. In many Resource Management driven organizations, initiatives do not get funded or scheduled unless there is a resource plan for completion. Organizations that use ResourceFirst have visibility into both strategic importance and feasibility. As a result, these organizations tend to have fewer initiatives in their portfolio over time and a higher rate of successful delivery.

PDWare® has been a leading innovator of resource management and portfolio planning solutions for over 20 years.

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