

**"You *can*
have it all.
Just not all at
once"**

Start with clarity.

Here is a 30 minute context check you can run with your team today.

[Workforce Planning Hub](#)



Get clear on your direction, and the conditions you're navigating, so your business and workforce can thrive, not just survive.

1. Vision

What's our vision or kaupapa?

2. Goals

What are our short, medium, and long-term goals?

What will we say no to this quarter, year, or planning period?

3. Customers

Who are our customers now?
Who will they be in 10 years?
What will they expect that we do not deliver yet?

4. Internal changes

Are we restructuring, introducing new ways of working, or changing focus?
What is changing around us?

5. External trends

What external trends or shifts could affect us?
What trade offs will we accept to stay true to our kaupapa.

6. Workforce needs

What people or skills will we need to meet these business needs and changes?
What must stay strong for safety and quality?

Cultural reflections

Mauri tū. Are we grounded in identity and direction.

Mauri oho. What shifts are waking up.

Mauri ora. What future are we stepping into.

Are Māori partners shaping this work with us.

AI Assist

Paste your plan and use this prompt.

“Summarise our key goals, future customer needs, and operating risks. List 2 to 3 workforce priorities and why they matter.”

Optional follow up.

“What tensions or assumptions should we test. Draft a plain English summary for a board pack.”

Check out more

resources and planning steps in the capability companion hub;
[Workforce Planning Hub](#)