Automated Scheduling

Key Features

- Instantly generate optimal schedules that match business needs with employee preferences and skills, including the most qualified employee for a shift based on skills, performance, labor rules, budget constraints, and compliance rules

- Artificial Intelligence (AI) curates shift offers automatically based on preferences, skills, and compliance factors in seconds

- Schedule Score helps managers assess schedule quality and ensure edits meet the factors most important to the business

- The AI-generated scheduling engine learns based on manager edits and continuously improves

- Pre-built, up-to-date compliance templates and business rules ensure schedules are predictable and fully compliant. Managers get automatic alerts, reports, and full audit trails

- All information for creating schedules is summarized and viewed in one centralized place

- Schedules can be copied forward to a new week with existing employee assignments or as open shifts
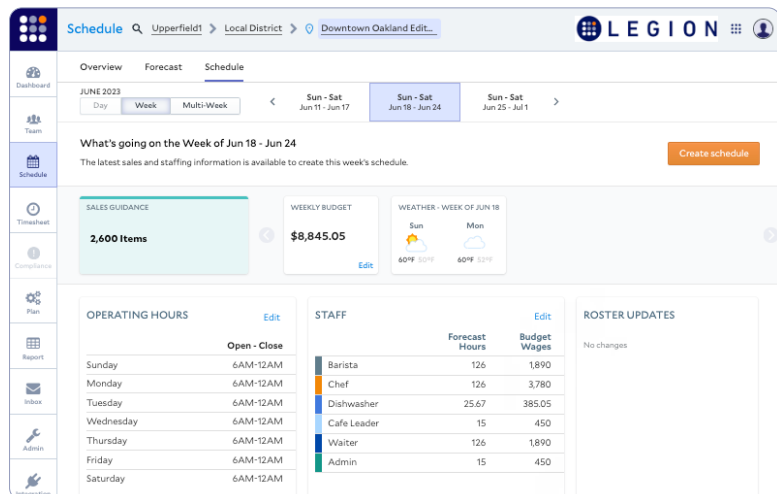
What could go wrong with an accurate forecast and optimal labor plan in place? It turns out a lot when it comes to employee satisfaction and retention.

Traditionally, managers are given a forecast and expected to create a schedule that meets business needs, stays within the defined budget or scheduling rules, and satisfies employees' preferences. It's a nearly impossible, time-consuming task. Adopting legacy scheduling solutions can also be problematic because managers aren't comfortable with automatically generated schedules that they can't adjust. Often, the result is schedules that miss the mark.

THE LEGION SOLUTION

Reduce Administrative Burden on Managers

Legion WFM enables intelligent automation to create optimal schedules that match business needs with employee preferences and skills 96% of the time. With Automated Scheduling managers can instantly create optimized schedules based on labor rules, budget constraints, compliance rules, and employee skills, performance, and preferences.
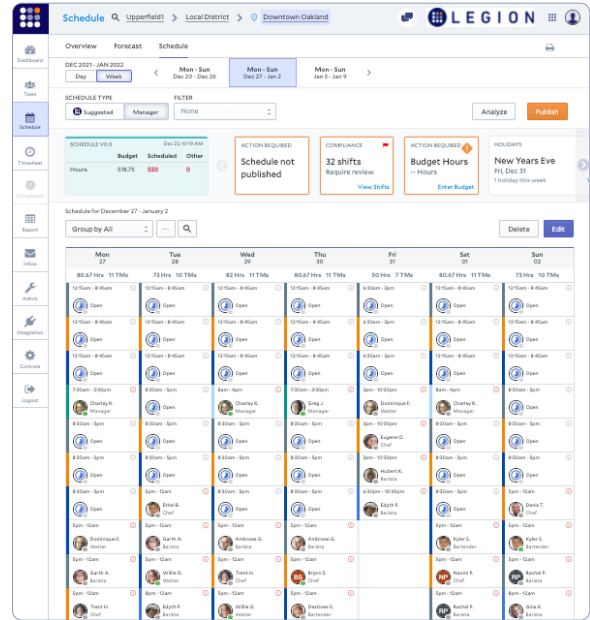
Easily Manage Unexpected Changes

Automated Scheduling makes managing unexpected changes to published schedules easy. Unlike legacy workforce management solutions which simply send employee requests to managers to deal with, Legion fully automates approving swaps and generating targeted offers for the best-fit employees to cover open shifts.
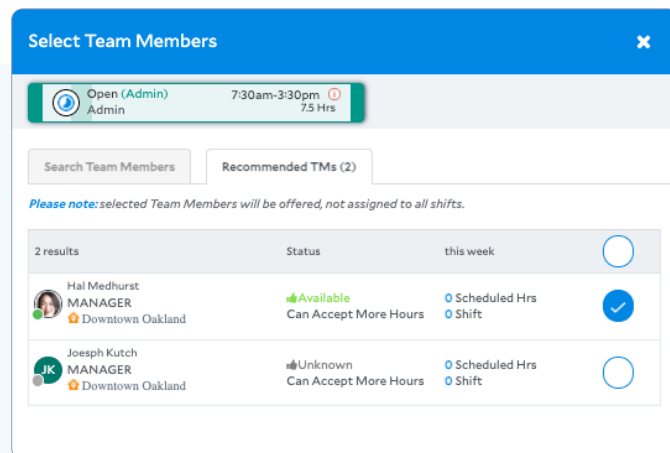
Legion Automated Scheduling enables the intelligent automation of finding the best suited employee to fill open shifts based on compliance rules, employee skills and preferences, and labor policies. Managers can ensure the most critical shifts, including those at peak hours, are filled first. And managers can increase their labor pool by automatically scheduling employees with matching skills and preferences from nearby locations. With Legion Automated Scheduling, managers can reduce scheduling creation and maintenance time by 50% so they can focus on driving revenue and retaining employees.

Optimized Schedules That Continuously Improve

Through the power of intelligent automation, the automatically generated schedules continuously improve by incorporating and learning from the positive edits managers make.

The Legion scheduling engine automatically applies rules and constraints, such as scheduling policy rules, minor laws, meal and rest breaks, availability, and work role assignments. And managers automatically receive warnings if they make an edit that violates any configured rules.

A weighted score helps managers assess if a schedule meets their objectives, and with dashboards and tools, managers can see if their edits are improving or reducing the quality of the schedule. For example, they can see how the schedule scores against the business's key goals, including accuracy at peak times and non-peak times, compliance, budget, and meeting employees' availability needs.

Only modifications that enhance the schedule score and do not violate any configured rules are incorporated moving forward based on a better understanding manager edits and changes.

Fill in Coverage Gaps and Give Employees Gig-Like Flexibility

Legion WFM offers powerful, fully automated options for sharing employees across locations for labor efficiency while ensuring scheduling policies and compliance rules are met. During schedule generation, employees can be automatically assigned across locations based on business needs and employee skills and preferences.

Legion WFM's intelligent automation ensures overtime, premium pay, clopening, meal breaks, and other labor regulations are factored in across locations and jurisdictions. And employees get additional options to earn wages without trading convenience.

Provide Schedule Empowerment to Employees

Having satisfied employees who like their schedules can improve their effectiveness, attitude, and well-being. A perfect-match schedule is the foundation of a good job and leads to better retention and excellent customer service.

Companies that use manual or legacy solutions may produce schedules that don't meet the employees' needs and are posted inconsistently. Employees are unaware of changes and have to go to the store just to get their schedule, creating a negative experience.

With Automated Scheduling, employees can share their preferences on when, how much, and where they work. They can easily access their schedules, request changes, pick up shifts at other locations, swap shifts, receive and respond to open shift requests, and request time off in the Legion mobile app. And to meet predictability requirements and improve the employee experience, schedules are posted at a set time. All affected employees are notified of changes, eliminating delays and lost communications.

Benefits

- **Automatically matches preferences with business needs** – Employees indicate their scheduling preferences and Automated Scheduling intelligently matches their preferences to your labor needs – 96% of the time

- **Unburden managers** - Maintain oversight and control while reducing scheduling time by 50%. Instantly approve or deny time-off requests, shift swaps, and shift claims based on rules and copy schedules forward to a new week

- **Increases coverage with workforce sharing** – Employees indicate the locations they can work, which adds variety to employees' work lives while filling coverage gaps and enlisting last-minute help

- **Minimize compliance risk** – Factor in labor compliance rules and business policies automatically and ensure predictable schedules. Build trust through transparency and schedule equity

- **Schedule the best employee for the job** – See and schedule top performers during peak periods or special events, and schedule employees across multiple locations with built-in productivity metrics

- **Empower employees** – Gig-like flexibility, automatically delivered. Give employees more control with automated self-service shift swaps and shift claims and the ability to define when, how much, and where they want to work and update their preferences anytime.

- **Intuitive, highly adopted app** - Legion's intuitive, modern app is the highestrated app in the industry with tens of thousands of users giving it a 4.8 rating in the app store and is used by 88% of employees weekly.

Related Products

- Labor Budgeting
- Demand Forecasting
- Labor Optimization
- Time and Attendance
- Frontline Communications
- Time-off Management
- Legion InstantPay

Integrations

- Legion integrates with leading Task Management solutions

What Makes Legion Automated Scheduling Different?

Automated Scheduling makes it simple to generate a superior schedule automatically – with one click. Unlike legacy solutions, Legion's cutting-edge Artificial Intelligence (AI) processes hundreds of permutations, learns constantly, and is built using precise ML-generated demand forecasts. Optimized schedules can be created in seconds. Automated Scheduling takes care of labor operations, so managers can focus on managing the business, increasing sales, and creating a culture that retains employees.

Request a demo to see Automated Scheduling in action. Learn more about how Intelligent Automation powered by Legion WFM simplifies and reduces scheduling time.

About Legion

Legion Technologies delivers the industry's most innovative workforce management platform. It enables businesses to maximize labor efficiency and employee engagement simultaneously. The Legion WFM platform is intelligent, automated, and employee-centric. It's proven to deliver 13x ROI through schedule optimization, reduced attrition, increased productivity, and increased operational efficiency. Legion delivers cutting-edge technology in an easy-to-use platform and mobile app that employees love. For more information, visit https://legion.co and follow us on LinkedIn.

INTELLIGENT AUTOMATION | POWERED BY LEGION WORKFORCE MANAGEMENT

sales@legion.co | +1.650.980.4873 | legion.co | @legiontech