



Labor Budgeting

Key Features

- Leverage ML-powered demand forecasts and labor models to create labor budgets up to 18 months out.
- Model what-if scenarios by explicitly adjusting the inputs, such as sales, traffic, channel mix, and location variables, and directly modifying the total budget hours.
- Constrain the labor budget to a top-down number while retaining the allocation determined by labor demand, including the ability to protect hours at some locations.
- Automatically enforce the budget in weekly schedule generation.
- Ability to adjust budgets and keep financial goals tightly aligned with store execution.
- Leverage actual operational labor models.
- Manage budget adjustment and track budget approval.
- Use Legion forecasted demand or externally loaded demand.

As a Labor Planner, are you spending time creating budgets only to find store operators and managers who aren't following them because they feel they lack critical details or don't fit with labor models? Accurately forecasting business demand and supporting labor needs 12-18 months out can be challenging, especially when the top-down budget is created independently from the operating labor model. Businesses often cannot develop long-range, accurate demand forecasts, project labor hours based on their actual labor model scenarios, or enforce and track labor budgets in weekly schedules.

Imagine if you could marry your staffing model with the labor models used in stores to create an accurate labor budget that can be enforced in schedules every week—12 to 18 months out? Legion Labor Budgeting enables finance and planning teams to develop accurate long-range plans quickly.

THE LEGION SOLUTION

Legion Labor Budgeting leverages sophisticated AI to generate precise labor budgets that form the foundation of your long-range planning. It leverages existing operational configurations such as operating hours, labor models, and average wage rates. It makes modeling what-if scenarios easy and ensures operational inputs ground your labor budget.

Scenario planning and budgeting processes can also be streamlined with Legion Labor Budgeting. You can effortlessly download and upload data to Excel and tailor your financial planning with customizable budgeting templates and configurations.

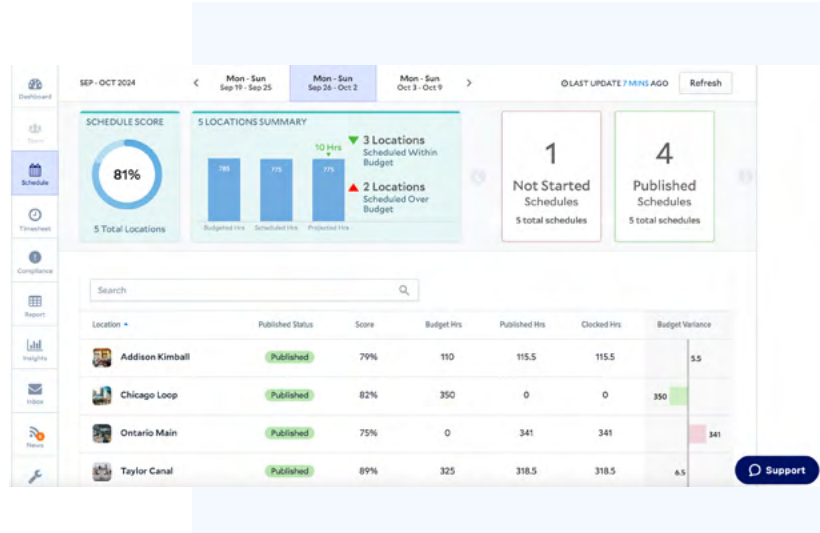
With Labor Budgeting, you can increase operational efficiencies, empower your team to make swift, informed decisions, and enhance efficiencies through automation to create the perfect plan.

Increase Accuracy through Automation

Most companies find the labor budgeting process labor-intensive and time-consuming. Manual processes can also introduce errors or labor overages, costing the company millions. It's challenging to create budgets that reflect the differences between stores.

The finance team's budgets are typically top-down, treating all stores alike. They don't understand the differences between stores. Legion enables intelligent automation to create accurate demand forecasts for the budgeting timeframe, which are then used to generate budgets from the store labor models.

These bottom-up budgets reflect the nuanced labor needs of each store in the organization and individually forecasted demand specific to that store. They provide a more realistic and grounded understanding of what will be scheduled during the execution phase of the budgeting cycle.



Create Long-Range Labor Budgets

Legion's sophisticated labor models enhance strategic planning and enable the creation of long-range labor plans that align with your business goals. By leveraging data-driven insights and predictive analytics, Legion's labor model helps you anticipate future labor needs, manage costs, and enhance operational performance.

Budget planners can create and view labor budgets centrally at HQ or from the bottom-up at the field level. For example, you can enable districts to enter their operating hours and generate and submit their budget scenarios. Budget plan durations can be specified as a maximum 12-month planning period, up to 18 months in the future. When each region or district submits its budget for review, you can easily update inputs to create a top-down budget for all locations or roll up bottom-up budgets.

Benefits

- **Increase operational efficiencies** by creating the perfect budget plans based on accurate, granular demand forecasts powered by machine learning and rooted in optimized labor plans.
- **Improve business agility** by creating dynamic budgets that can evolve by quickly modeling what-if scenarios or adjusting the total budget hours.
- **Improve labor budget execution** by automatically enforcing the budget in weekly schedule generation.
- **Provide better visibility and deeper insights** by tracking budgets to execution, quickly identifying gaps, and making adjustments.

Easily Model What-If Scenarios

With Labor Budgeting, you can model various what-if scenarios to adapt and react to changes in the business, new strategies, or support long-range plans. For example, changes to operating hours, new channels, new store openings, store closings, or different wage rates for specific periods.

Legion Labor Budgeting automatically models multiple what-if scenarios to create dynamic budgets and identify profit-optimized “best bet” labor decisions that balance costs and revenue impacts. To ensure precise and accurate budgets, you can accommodate unique and complex standards and granular labor requirements, including multi-level compliance rules, diverse shift patterns, and wage and hour regulations calculations.

Labor Budget					Create Plan
Search by labor budget name <input type="text"/>					< 1 of 1 >
Budget	Duration	Created by	Status	Action	
NY District November Budget	10/30/2024-11/26/2024	cbradfield@legion.co cbradfield@legion.co	In Progress	Edit	Create
Scenario	Leber Budget	Last Updated	Status	Action	
What if - Extended Hours of Op...	-- \$ --	04/30/2024	Not Started	Edit	View
What if - AHR increase based o...	-- \$ --	04/30/2024	Not Started	Edit	View
What if - Sales up 10 percent	-- \$ --	04/30/2024	Not Started	Edit	View
November Baseline	-- \$ --	04/30/2024	In Progress	Edit	View



Related Products

- Demand Forecasting
- Labor Optimization
- Automated Scheduling

What Makes Legion Labor Budgeting Different?

Not all WFM vendors offer labor budgeting. Legion has a unique perspective, and Legion Labor Budgeting brings finance and operations together by providing an end-to-end process within a single platform that seamlessly fits your existing budget process. Labor Budgeting enables bottom-up or top-down collaboration when creating budgets by stores for the entire year. Once the labor budget is finalized, it can be set for execution and automatically enforced in the Legion Automated Scheduling module, ensuring your financial goals are tightly aligned with store execution.

Legion Labor Budgeting does not replace your ERP financial planning system. Instead, it is designed to work with your ERP system by providing labor demand and budget.

Request a [demo](#) to see [Legion Labor Budgeting](#) in action and learn more about how we can help you create optimized labor budgets.

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 award-winning, AI-driven 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](#).