



# Labor Optimization

## Key Features of Labor Optimization

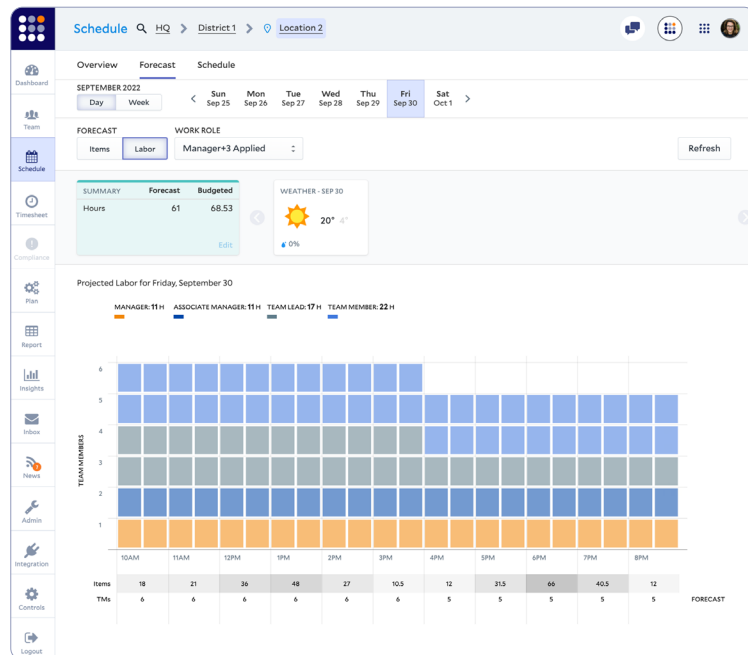
- AI-based workload computation automatically includes flexible workloads, such as restocking or inventory, without human intervention.
- Staffing guidance considers all labor-related elements (models, location-specific attributes), optimizing labor demand rather than just the schedule.
- Out-of-the-box staffing ratios are provided for labor creation to simplify staffing decisions, streamline resource allocation, and ensure consistent workforce planning.
- Create granular, task-based labor modeling with down-to-the-minute increments across all channels.
- Get insights on the impact of adding or removing shifts on meeting demand, budgets, and compliance.
- Authorized users can make precise adjustments to desired locations, channels, and drivers, and labor is automatically optimized or constrained against the revised forecast.

Consumer behavior has dramatically shifted in recent years. Shoppers now expect personalized, seamless experiences, and the demand for alternative shopping options has skyrocketed. Simultaneously, employees also continue to expect new levels of flexibility.

Faster decision-making, operational agility, and better insights into demand drivers for short-term tactical staffing plans and longer-term hiring and budget planning are essential.

Improving store execution starts with having an excellent plan. An accurate forecast can predict demand, but without an optimized labor plan, your execution will suffer.

With Legion Labor Optimization, you can instantly predict the number of employees and required skills needed in 15-minute, 30-minute, or daily and weekly increments, resulting in better customer service and reduced labor costs.



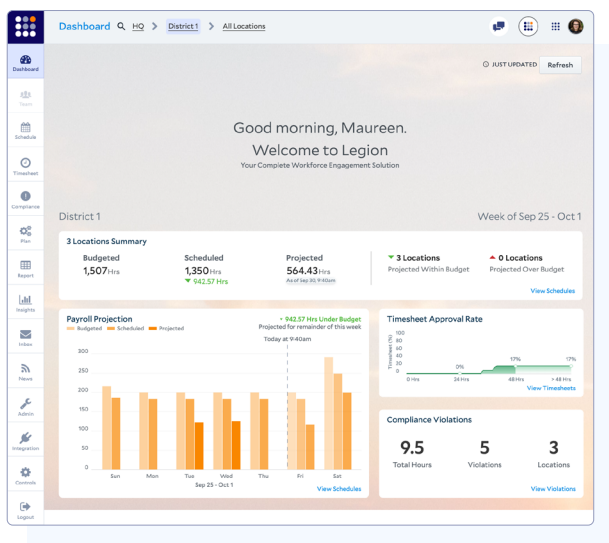
Legion Workforce Management (WFM) enables intelligent automation to empower managers with staffing guidance and labor insights. It automatically computes optimal labor hours based on on-demand drivers, labor models, compliance factors, and budget constraints, then configures to the task level, whether fixed or variable.

Some tasks occur consecutively, such as opening and closing, while cleaning and cash reconciliation are fixed and occur simultaneously each day. However, demand-based tasks are more complex. For example, merchandising jobs depend on truck delivery days, and cash register jobs fluctuate based on sales volumes. Labor Optimization factors in both tasks with down-to-the-minute granularity and integrates external data to account for last-minute changes, such as delayed deliveries.

Legion Labor Optimization also allows you to choose the optimal work role to fulfill the labor demand and perform the work while ensuring all compliance and pay rules are met. The result is the most compact labor plan possible.

## Optimize Budgets and Reduce Hours Required in the Schedule

Legion WFM's staffing guidance optimizes labor demand based on data-driven insights and predictive analytics. By aligning workforce capacity with actual demand fluctuations, our solution ensures efficient staffing levels that meet operational needs, minimize costs, and maximize productivity. We also eliminate filler hours to create the most condensed set of labor hours possible. By optimizing labor demand, businesses can make strategic staffing decisions, reduce overstaffing or understaffing issues, improve resource utilization, and enhance overall operational effectiveness.



## Benefits of Labor Optimization

- Reduce hours required in the schedule.
- Optimize planning and execution with the ability to pivot as the business changes.
- Generate quality schedules that meet business requirements and employee needs.
- Minimize workforce compliance risk.
- Provide guidance to managers to help them stay within budget.

## With Legion Labor Optimization, you can:

- Create granular, down-to-the-minute, task-based labor modeling across all channels automatically.
- Reduce labor costs by instantly predicting the fewest number of employees and the skills needed in 15-minute, 30-minute, and daily increments.
- Automatically compute optimal labor hours based on precisely forecasted demand and customer labor standards.
- Build out tasks (variable and fixed), work roles, shift placements, and required hours to meet business demands.
- Drive efficient labor plans for better insights into long-term and short-term demand forecasts with less effort.
- Satisfy employees' needs by scheduling employees based on their preferences and skills.

## Support Variable Labor Needs with Flexibility and Precision

Legion WFM's robust labor demand calculations provide tailored solutions for organizations requiring intricate and specialized workforce planning. By incorporating complex formulas and advanced algorithms, it delivers precise forecasts that account for unique operational variables, seasonal fluctuations, and specific business requirements.

Legion Labor Optimization empowers businesses to allocate labor efficiently, improve resource management, and drive cost-effective staffing decisions. By focusing on flexibility and accuracy, businesses can adapt swiftly to changing demands and maximize workforce productivity to achieve strategic workforce planning goals.

### Related Products

- Demand Forecasting
- Labor Budgeting
- Automated Scheduling

### Integrations

- Seamlessly integrates external data from WMS, POS, task management, and other systems.

## What makes Legion Labor Optimization different?

Legion provides a more granular view of scheduling shift increments than legacy tools. Legion Labor Optimization automatically accounts for all types of workloads—routine and flexible—and labor standards are fully integrated with the same level of granularity, providing actionable insights for labor planning. Self-service controls are provided to adjust tasks and roles to fit business needs and feed Legion Automated Scheduling.

Legion Labor Optimization is easy for admins to maintain and update. Preconfigured ratios for labor creation allow organizations to quickly implement best practices, improve efficiency, and boost labor productivity. These out-of-the-box ratios provide managers with the tools to make informed staffing decisions, reduce manual analysis time, and achieve operational excellence with minimal setup or customization required.

[Request a demo](#) to see Labor Optimization in action.  
[Learn more](#) about how Legion can help you optimize labor hours to drive efficient schedules.



## 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](#).