Labor Optimization

Key Features

- AI-based workload computation automatically includes flexible workloads, such as restocking or inventory, without human intervention

- Flexible, highly configurable formulas to define required labor

- Granular, task-based labor modeling with down-to-the-minute increments across all channels

- Empowers managers with staffing guidance visuals and labor insights

- Integrates external data from WMS, POS, Task Management, or other systems
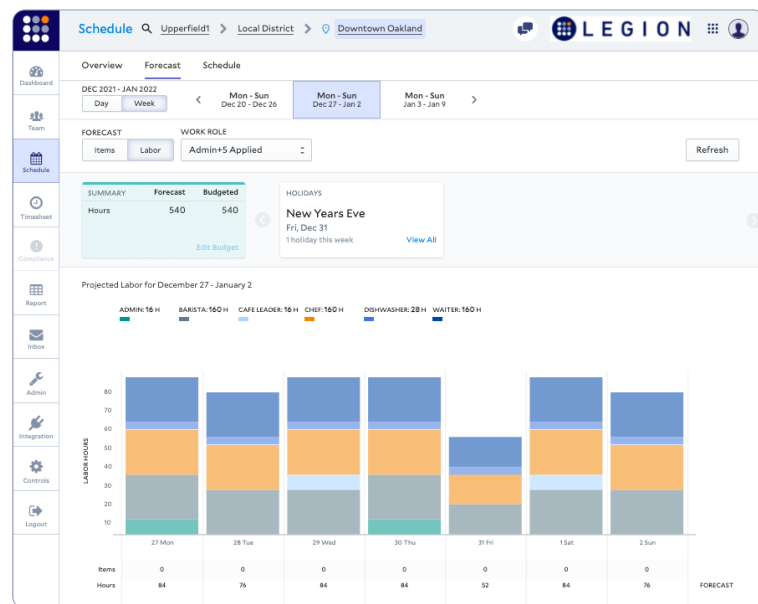
Benefits

- Improve store performance
- Generate quality schedules that meet business requirements and employee needs
- Minimize workforce compliance risk
- Maximize selling potential in stores

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

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

Improving store execution starts with having a great 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 every 15, 30, or 60 minutes by day and by week – resulting in better customer service and reduced labor costs.
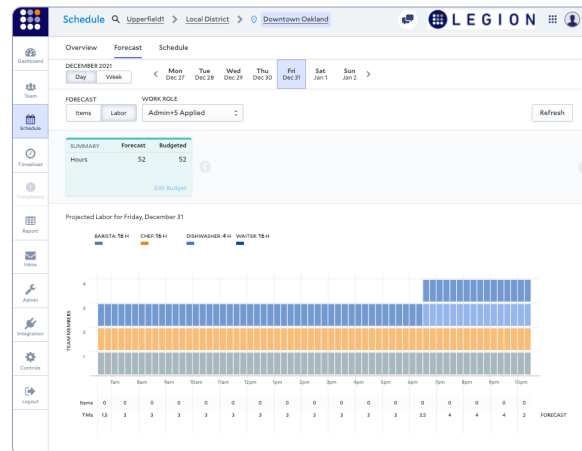
> "Every organization has their own definition of what compliance is and what those rules are, such as 'I only want to use 10 percent of overtime' or something like that. Legion allows us to lock in all those rules within the system, which constantly keeps us in compliance."
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> - Executive Director of Information Systems, National Convenience Store Chain

Legion WFM enables intelligent automation to empower managers with staffing guidance and labor insights. Legion automatically computes optimal labor hours based on precisely forecasted demand and customer labor standards to drive efficient labor plans. Optimized labor hours are computed based on on-demand drivers, labor models, compliance factors, and budget constraints and then configured 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 each day simultaneously. But, 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 types of tasks with down-to-the-minute granularity and also integrates external data to factor in last-minute changes, such as delayed deliveries.

With Legion Labor Optimization you can:

- Save time with automated computation – Automatically compute optimal labor hours based on precisely forecasted demand and customer labor standards

- Meet business demands – Build out tasks (variable and fixed), work roles, shift placements, and required hours

- Drive efficient labor plans for better insights into long-term and short-term demand forecasts with less effort

- Match best-fit employees – Automatically select the employee with the best skill set and meets compliance requirements

- Satisfy employees' needs – Schedule employees based on their preferences and skills

Stronger workforce compliance

Managing the complexities associated with federal, state, and local labor laws while simultaneously optimizing labor spend and deployment is a balancing act. Labor Optimization helps minimize risk and avoid potentially costly fines related to meals and rest, schedule changes, and closing/opening premium pay.

Legion gives managers the tools they need to staff to meet demand with the right people in the right place at the right time while remaining compliant with local labor laws with s a library of preloaded compliance templates by city and state. As more predictive scheduling laws become the norm across the U.S., Legion will maintain up-to-date compliance templates and business rules to ensure schedules are fully compliant.

When editing schedules, managers can view employee schedules in real-time against the schedule guidance to ensure they have the right number of people scheduled.

Once the optimal labor plan is in place, fully compliant schedules that meet employee preferences can be generated in a single click.

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 – with the same level of granularity, providing actionable insights for labor planning. Your labor standards and tasks are fully integrated with the same level of granularity. Self-service controls are provided to adjust tasks and roles to fit business needs and feed Legion Automated Scheduling.

Related Products
- Demand Forecasting
- Labor Budgeting
- Automated Scheduling

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

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 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

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