



Top Reasons Retailers Are Turning to Legion

Legacy workforce management solutions were never designed for the workforce. Cutting costs and business efficiency was the focus, with the employee experience just an afterthought. These solutions don't stand up with today's workforce demanding increased flexibility and control over their schedules and pay because they were never architected to do so. Mobile apps and self-service capabilities were afterthoughts. Built on outdated technology, they lack mature data science, are highly customized, costly to maintain, and lack the flexibility you need to adapt to changing business needs.

Workforce management doesn't have to be so hard. At Legion, we believe that labor efficiency and employee engagement can be improved simultaneously. To do this, workforce management must evolve to be fundamentally intelligent, automated, and employee-centric. Automation is at the foundation of everything we do – reducing the friction that distracts managers and employees from focusing on what is most important – servicing your customers.

“Enabled by Legion’s intuitive UI and modern deployment and training strategy, **we were able to get our first 200 locations on Legion live in less than 5 months.** Thousands of additional locations went live in the following 15 weeks – **at a fraction of the cost other vendors offered.**”

– Director of Workforce Planning, Retail

Why are leading retailers turning to Legion for a fresh, innovative approach to WFM? There are many reasons why customers select Legion's intelligent, automated, employee-centric WFM software. Below are the top reasons we hear from our customers.

#1 Greater Demand Forecasting Accuracy

Legion's award-winning AI-driven Demand Forecasting automatically predicts demand across all customer touchpoints and locations. It synthesizes thousands of data points, including historical data, ongoing operations, and future weather and local events, to create the optimal labor plan without human intervention. A unique auto machine-learning model is created for each unique driver, like items for sale, transactions, and channels. Legion's AI-powered Demand Forecasting is fully automated and self-learning and continuously adapts to changing patterns in the data without requiring human intervention. Legion automatically trains more than 500k models weekly and generates more than 640M forecasts.

#2 Intelligent, Automated Scheduling

Legion uses advanced optimization techniques to match business needs with employees' skills and preferences 96% of the time. We've helped managers reduce scheduling time by 50%. Employees can be automatically scheduled across locations to optimize labor efficiency. With Legion's Automated Scheduling, managers maintain oversight and control of scheduling creation and maintenance while reducing scheduling time by 50%. Hourly employees get gig-like schedule flexibility and control through powerful self-service tools.

#3 Frontline Employee Engagement and Ease of Use

Legion WFM enables retailers to maximize labor efficiency and employee engagement simultaneously. Employees get an intuitive app that's easy to use and has a 4.8-star app store rating. Employees get greater schedule flexibility and control and powerful self-service tools to claim shifts, swap shifts, and update their schedule preferences.

“Legion has completely transformed our organization. It has improved our employee's engagement by supporting their preferences, and 100% of them use the mobile app. It's also given back time to our managers and made scheduling cool again!”

– Director of HR, Luxury Retailer

#4 Fast Time to Value for Retail Workforce Management

Legion delivers lightning-fast deployments across all locations at a fraction of the cost and time of other solutions using UI-driven flexible configuration templates and pre-configured built-in compliance rules and templates. And Legion partners with you, focusing on driving adoption through the Pioneer phase to help achieve your change management and employee adoption goals.

#5 Partnership in WFM

We partner with customers to drive adoption and engagement with managers and employees. You can collaborate with a peer community and help influence future innovations.

#6 The Legion Platform is Designed for a Modern, Connected, and Mobile-first World

Legion's powerful Frontline Communications and InstantPay solutions are fully embedded in WFM, sharing all the same configs, master data, and integrations. By tightly integrating them with Scheduling, Time, and Attendance, they are clock aware, preventing off-clock communications or punches and encouraging better clock and timecard hygiene.

“[With Legion], managers can shift away from really what I like to call ‘1980s retail’ and into the modern age.”

– Director of workforce planning, retail
(Forrester TEI on Legion WFM)

#7 Intuitive, Modern UI and Mobile App

Legion turns your employee's mobile devices into a powerful tool for managing their work lives - including schedules, shift offers, time off requests, shift trades, clock-in, modern communications tools, performance, and instant access to their earned wages. They can define when they are available to work, how much, and the locations where they want to work. All are built into the same easy-to-use mobile app employees use daily to access their schedules - no new apps to learn or IT projects required.

Loved by employees, our intuitive, modern app sees adoption rates of 90% or more across our customers and a 4.8 rating in the app store.

#8 No New Costly Hardware is Required

There are no costly investments in hardware (time clocks) required. With Legion, employees use their existing mobile devices or, if you prefer, a kiosk to clock in/out. Legion can seamlessly integrate with your existing inTouch or 4500 Timeclocks, or POS system.

#9 No Legacy Code

No legacy code means no bolted-on acquisitions or custom code. 100% of our customers are on the same code line. Anytime one customer has a feature request that applies to all; it is shared so all customers benefit from every innovation. Legion was built from the ground up as a cloud-based, multi-tenant product with the same data center.

#10 Pre-built Connectors

Legion has an approved integration with Workday HCM and seamlessly integrates with many customers' existing clocks.

Learn more about maximizing labor efficiency and employee engagement simultaneously by switching to Legion WFM.



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