

Labor Optimization

Key Features

- AI-based workload computation
- 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

Consumer behavior has dramatically shifted in recent years. Consumers today expect personalized, seamless shopping experiences, and demand for alternative shopping options has skyrocketed. At the same time, employees 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 matching labor to it effectively, your execution will suffer.

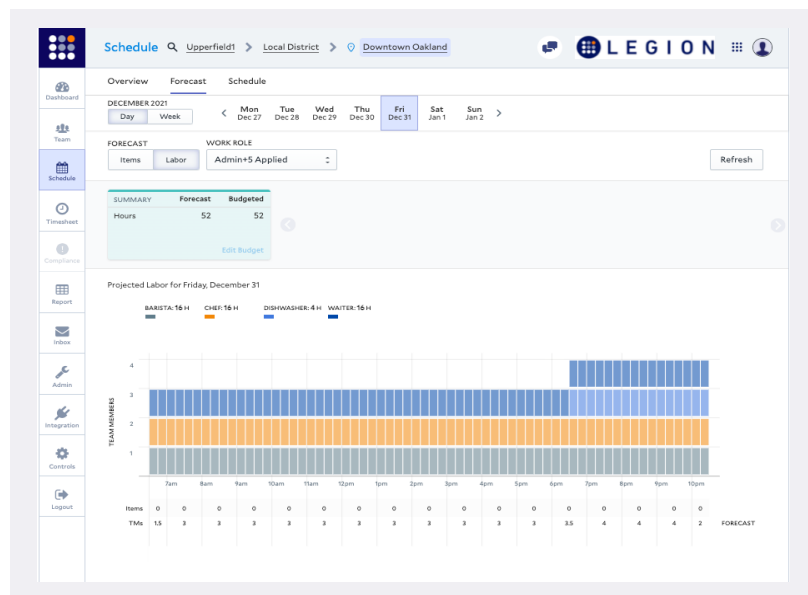
THE LEGION SOLUTION

With Legion Labor Optimization, you can better predict the number of employees and skill set needed every hour, every day of the week – resulting in quality, personalized service to customers, reduced labor costs, and better compliance management.

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; for fixed or variable tasks.

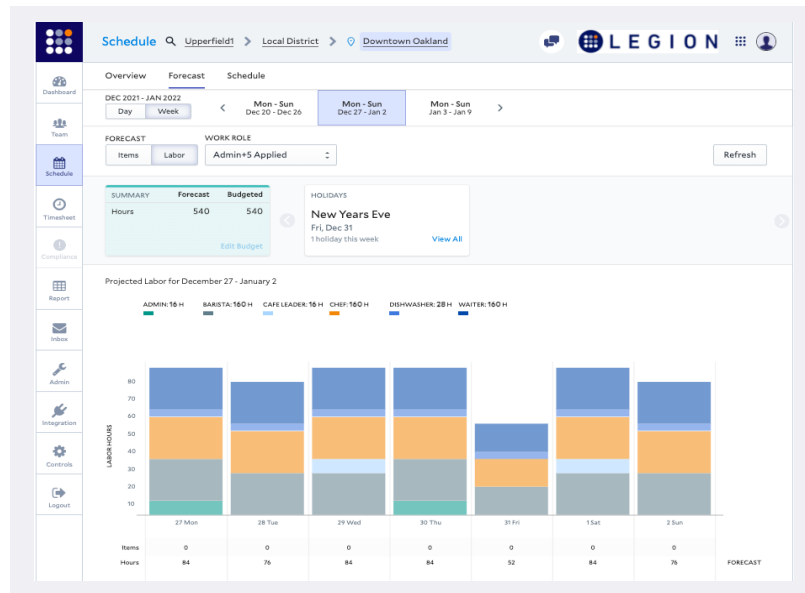
Benefits

- Improves store performance
- Generates quality schedules that meet business requirements and employee needs
- Minimizes workforce compliance risk
- Maximizes selling potential in stores



‘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.’

Executive Director of Information Systems
NATIONAL CONVENIENCE STORE CHAIN



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.

The screenshot shows the Legion Labor Model interface for 'Labor Standard Repository'. It displays the 'Task Details' for a 'Team Member - Cashier' task. The task is configured as 'Demand-Based' and is associated with the 'POS Transactions' group. The interface includes sections for 'When should the task be done?' and 'How many members per slot?'. The 'When should the task be done?' section has a rule that states: 'Task Should occur at all hours, Sunday, Monday, Tuesday, Wednesday, Thursday, Friday, Saturday.' The 'How many members per slot?' section has a rule that is set to 'Custom'.

Related Products

- Demand Forecasting
- Labor Budgeting
- Automated Scheduling
- Integrates with leading Task Management providers

Stronger Workforce Compliance

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

Legion maintains a library of preloaded compliance templates by city and state. As more predictive scheduling laws become the norm across the U.S., Legion will update compliance templates and business rules to ensure schedules are fully compliant.

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?

With task-based labor modeling down-to-the-minute increments across all channels, Labor Optimization provides a more granular look into scheduling shift increments than legacy tools. Labor Optimization also takes flexible workloads, such as restocking or taking inventory, into account when determining the most efficient labor force needed to operate efficiently and integrates your labor standards and tasks 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.

[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' mission is to transform hourly jobs into good jobs. The company's industry-leading, AI-powered workforce management (WFM) platform optimizes labor efficiency and enhances the employee experience simultaneously – at scale. The Legion WFM platform has been 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.