



SOLUTION BRIEF

Labor Budgeting

Retailers face challenges connecting corporate objectives with the needs of each store. Corporate HQ seeks to streamline planning and improve budget compliance. But accurately forecasting business demand and the supporting 12-18-month labor needs can be challenging, especially when the top-down budget is created independently from the operating labor model. Businesses often can't develop long-range, accurate demand forecasts, estimate labor hours based on their actual labor model scenarios, or enforce and track labor budgets in weekly schedules.

Labor Planners create budgets only to find store operators and managers aren't following them because, in their minds, the budgets miss critical details or don't fit with labor models. As a result of this disconnect, store and district managers fall short of adhering to plans and budgets.

THE LEGION SOLUTION

Legion Labor Budgeting leverages sophisticated AI and machine learning (ML) to generate precise labor budgets that connect the staffing model with the stores' labor models - creating an accurate labor budget that can be enforced in schedules every week - 12 to 18 months out.

Labor Budgeting enables finance and planning teams to create accurate long-range plans that form the foundation of your long-range planning. It leverages existing operational configurations, such as operating hours, labor models, and average wage rates, making it easy to model what-if scenarios and ensure operational inputs inform your labor budget. With Labor Budgeting, you can increase operational efficiencies and create the perfect plan.

*One Global Retailer saved
up to \$1M in time savings
due to improved forecast and
labor accuracy.*

Align Corporate Planning with Store Execution

Connecting overall corporate objectives with execution at the store level can be challenging when top-down budgets don't reflect real-world staffing or operational issues that individual stores experience. With Labor Budgeting, 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 then generate and submit their budget scenarios. Budget plan durations can be specified as a maximum 12-month planning period and 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. This collaboration leads to better budgets and compliance at the store level.

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Easily Model What-if Scenarios

The last few years have shown that change is constant and often unexpected. Businesses that are agile and can pivot quickly will thrive. But, frequently, businesses don't have the data they need to model impacts or new growth strategies. With Labor Budgeting, you can perform short- and long-term labor planning to identify profit-optimized 'best bet' labor decisions that balance costs and revenue impacts. You can also model various what-if scenarios, new strategies, or long-range plans, such as changes to operating hours, new channels, new store openings, store closings, or different wage rates for specific periods.

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 executed and automatically enforced in the Legion Automated Scheduling module, ensuring your financial goals are tightly aligned with store execution.

Key Features

- Leverage ML-powered forecast and operation 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, location variables, and directly modifying the total budget hours
- Automatically enforce the budget in weekly schedule generation (optional)
- 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 (optional)

Benefits

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

[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' 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.