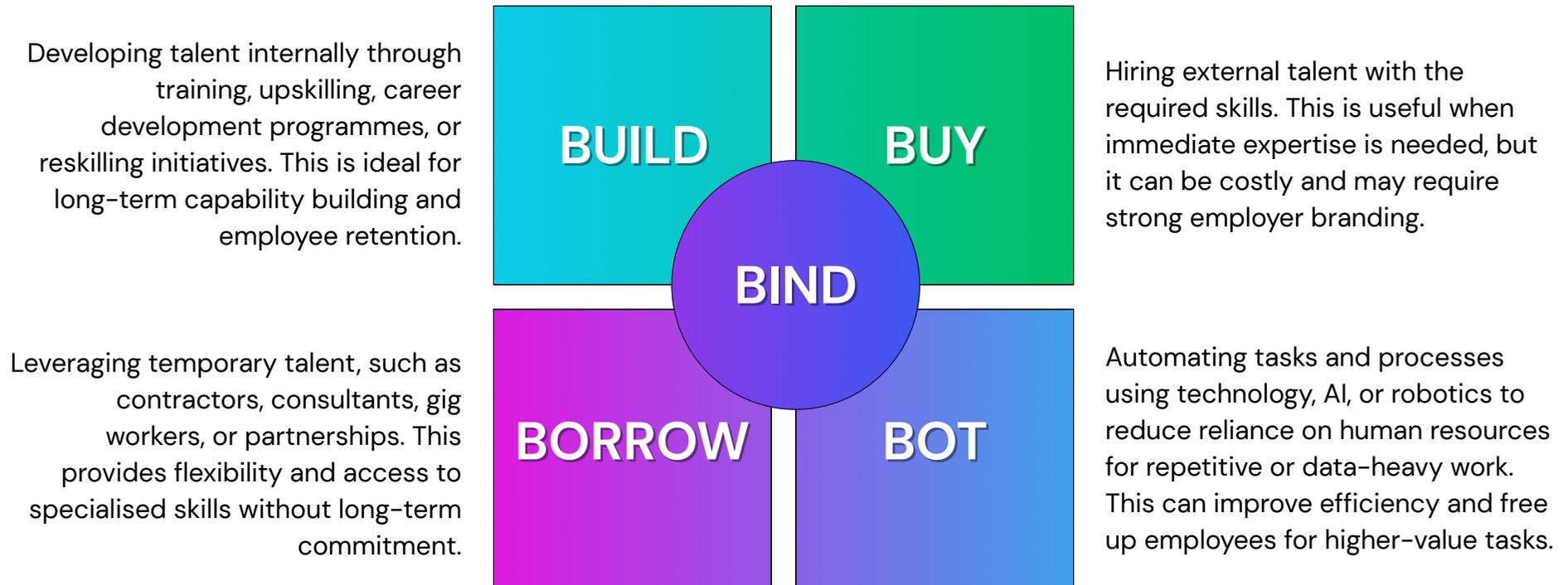


INTRODUCTION TO FIVE B'S PLAN

Strategic Workforce Planning aims to ensure the organisation has the right talent in place to meet its future needs. While the Strategic Workforce Plan (SWP) defines what workforce is needed, the accompanying action plan focuses on how to meet those needs. A Build, Buy, Borrow, Bot, Bind (5 B's) approach provides a powerful framework to do this, enabling a balanced and flexible strategy for acquiring, developing, and retaining the roles and capabilities required for long-term success.



Retaining and engaging critical talent through meaningful work, development, recognition, culture, and reward. This strengthens commitment and reduces the risk of losing key skills and knowledge.