

Strategic Workforce Planning

Company: Artera Services
Industry: Construction
Revenue: Approx. \$2 Billion
Employees: Approx. 10,000



Mission-critical priority

Michelle Dean, CHRO at Artera Services, turned to Gartner to get guidance on strategic workforce planning and to figure out ways to attract and retain critical talent amidst an evolving business environment.



How Gartner helped

The client used:

- **The Gartner Workforce Planning tool** to define and address critical talent needs
- **Gartner Executive Partner support** to brainstorm and get guidance on workforce planning strategy
- **Access to Gartner's library to resources** to create presentations rooted in cross-industry best practices
- **Gartner data and metrics** to build a case for recruiting in the organization



Outcome

With support from Gartner for HR, the client:

- **Developed an effective plan** to transform the talent strategy at Artera Services
- **Secured buy-in from stakeholders and senior leadership** on critical talent issues
- **Led significant change** and made an impact in her role

“Working with Gartner, I have the opportunity of advisement and to get the data that I need really quickly. I think in other partnerships it was always one or the other, but Gartner does a nice job marrying both.”

- Michelle Dean, CHRO, Artera Services