



BENTLEY MOORE EXECUTIVE



Resource Planning Consultancy Services

Introduction

Effective resource planning is fundamental to the success of every organisation — regardless of size, sector, or complexity.

Whether delivering transformation programmes, managing business change, or operating day-to-day services, organisations must ensure that the right people, skills, and capacity are available at the right time and cost to meet business objectives.

Resource planning is the structured process of forecasting, identifying, and allocating resources required to deliver defined outcomes, from multi-year transformation initiatives to operational changes such as expansion, reduction, or realignment.

It encompasses resource profiling, skills analysis, cost estimation, capacity planning, and scheduling, ensuring that strategic initiatives and operational activities are delivered on time, within budget, and to specification.

At Bentley Moore Executive, we provide Resource Planning Consulting Services that enable organisations to plan, align, and optimise their workforce and delivery resources with precision — ensuring agility, control, and performance across the enterprise.

The Challenges

Key Challenges in Resource Planning

Many organisations underestimate the complexity of effective resource planning.

Challenges often arise in scenarios such as:

- Large-scale **transformation programmes** introducing new operating models.
- **Business restructuring**, expansion, or service reduction.
- **Multi-year delivery portfolios** with fluctuating or hybrid resourcing requirements.

In these situations, resource planning is not just about short-term allocation — it is about strategic forecasting, modelling, and alignment between delivery needs and organisational capability.

Common challenges include:

1. **Lack of Expertise and Experience**
Many organisations lack in-house experience in complex resource forecasting and modelling, particularly where resource needs shift dynamically across projects or business units.
2. **Inaccurate Forecasting and Under-Resourcing**
Inadequate planning can result in resource shortfalls, delivery delays, and reactive cost escalation.
3. **Complexity of Mixed Resourcing Models**
Effective plans must integrate multiple resourcing types — including permanent employees, fixed-term contracts, consultants, and contingent workers — each with different costs, risks, and contractual requirements.

4. Transition Planning to Target Operating Models (TOMs)

Organisations often overlook the dual requirement to plan resources for both the delivery of transformation and the operation of the new business-as-usual environment once the transformation is complete.

5. Dependency Management:

Resource planning failures often arise from uncoordinated interdependencies between transformation activities, operational teams, and external suppliers.

Without a structured approach, these challenges lead to increased costs, missed deadlines, operational disruption, and ultimately a loss of strategic momentum.

Our Resource Planning Consulting Services

We provide specialist Resource Planning Consulting Services that deliver clarity, control, and optimisation across all phases of delivery and business operation. Our consultants combine analytical precision with hands-on delivery experience, ensuring that each engagement delivers actionable, measurable outcomes.

1. Multi-Year Transformation Programme Delivery

We support the full spectrum of transformation and change initiatives by defining and implementing end-to-end resource planning frameworks that include:

- Resource forecasting, profiling, and allocation for the entire delivery lifecycle.
- Identification of skills, roles, and dependencies across workstreams.
- Cost and utilisation modelling over multi-year time horizons.
- Integration of internal, external, and third-party resources.
- Establishment of resourcing governance, reporting, and control mechanisms.

This ensures that transformation programmes are delivered with **resource certainty**, minimising delivery risk and ensuring cost-effectiveness.

2. Operating Model Resourcing and Transition

Delivering a new Target Operating Model (TOM) requires two distinct but connected resource plans:

1. The resources needed to deliver the transformation that creates the TOM.
2. The resources required to operate the TOM once it becomes business-as-usual (BAU).

Our consultants provide:

- **Resource modelling and profiling** for new operating environments.
- **Transition planning** to ensure continuity between delivery and BAU.
- **Identification** of permanent, temporary, and specialist skills required for the new model.
- **Workforce transition** and capability uplift planning.

The result is a resourcing approach that ensures smooth handover and operational stability post-transformation.

3. Business Change and Operational Planning

We assist organisations undergoing business change, service expansion, or operational downsizing to realign their workforce, structures, and costs to new objectives.

Our support includes:

- **Resource planning** for business expansion or diversification.
- **Workforce reduction** planning and redeployment strategies.
- **Resource and skills analysis** for service optimisation.
- **Alignment of resource capacity** to revised operational goals.

Our approach ensures that business change is strategically resourced, financially sustainable and operationally sound.

Outcomes and Value

Our Resource Planning Consulting Services deliver tangible value through improved visibility, control, and performance.

Clients benefit from:

- **Accurate resource forecasting** across complex, multi-year initiatives.
- **Reduced delivery risk** through structured resourcing and dependency planning.
- **Optimised cost-to-resource ratios**, improving financial performance.
- **Operational stability** during transition from change to BAU.
- **Enhanced decision-making** via evidence-based resourcing data and reporting.
- **Stronger alignment** between resource strategy, business goals, and delivery execution.

By embedding structured, strategic resource planning, organisations can operate more efficiently, deliver more reliably, and adapt more effectively to change.

About Bentley Moore Executive

We are Bentley Moore Executive, a London-based consulting firm providing Resource Planning and Delivery Consulting Services across all sectors.

Our consultants combine strategic planning expertise with delivery execution experience, ensuring that clients gain practical, results-oriented resource management solutions.

We help organisations build and manage the resourcing frameworks that underpin transformation, change, and operational performance — ensuring delivery certainty, cost control, and sustainable growth.

Contact Us

To discuss your resourcing or transformation requirements and explore how Bentley Moore Executive can support your organisation:

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