

2025 **RESOURCE
MANAGEMENT
GLOBAL
SYMPOSIUM**

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5 Common Challenges in Capacity Forecasting and How to Overcome Them

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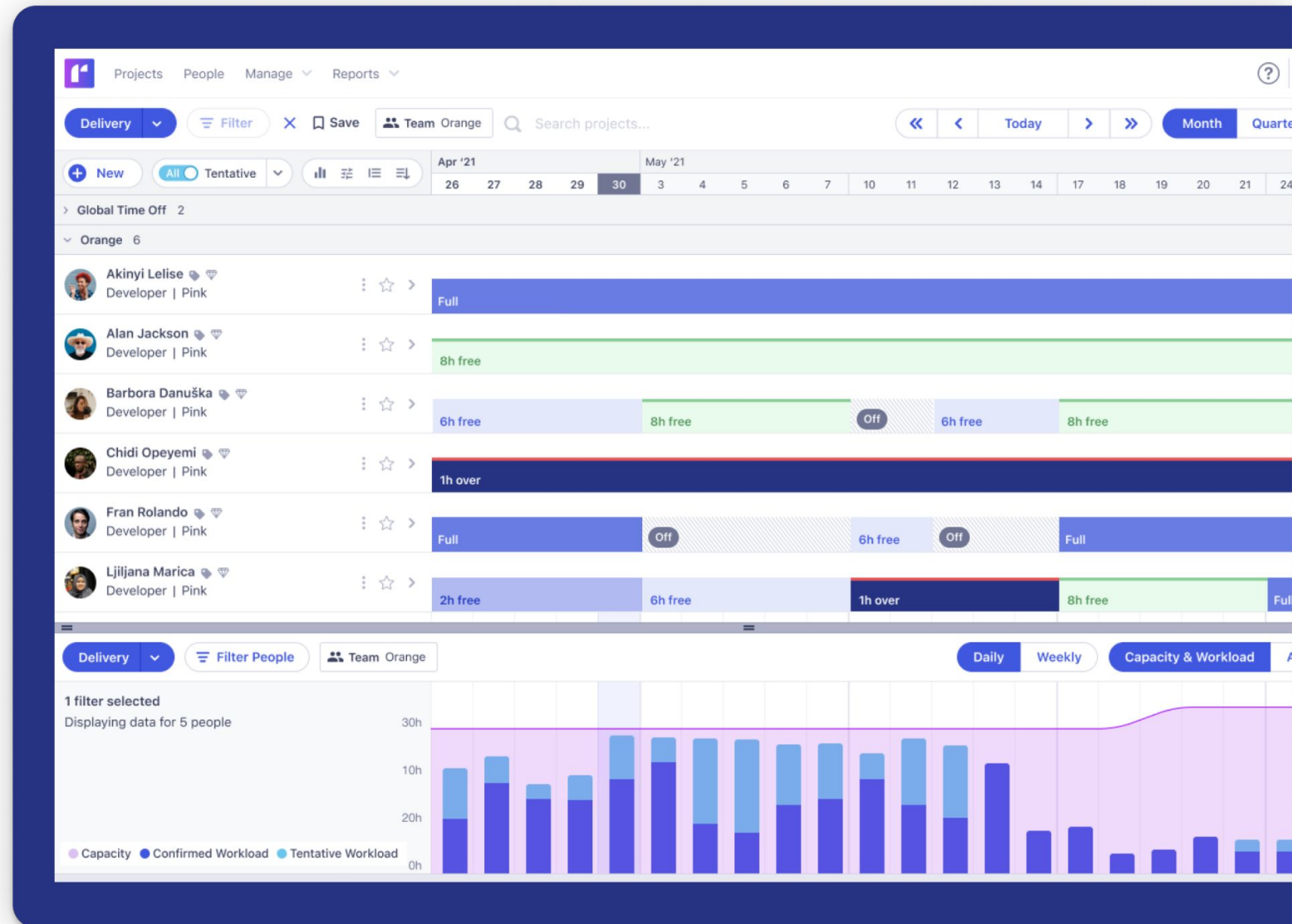


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- Resource Scheduling
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Agenda

- 1** What is Capacity Forecasting
- 2** Levels of Forecasting
- 3** Why it Matters
- 4** 5 Common Challenges
- 5** Questions

Forecasting Fail Bingo

What is Capacity Forecasting?

Capacity Forecasting



“What will we need?”

- Strategic tool to anticipate future resource needs
- Considers both supply (team availability) and demand (project pipeline, growth)
- Helps identify constraints early and guide proactive decisions

Capacity Planning



“How will we deliver?”

- Turns forecasts into actionable plans
- Aligns people, projects, and timelines
- Drives resourcing decisions and execution

Capacity Forecasting Horizons

The better you get at forecasting, the better you can support medium and long term planning and strategy.

	Operational	Tactical	Strategic
Horizon	Weekly to monthly	Quarter to 12 months	12+ months
Scope	Project / Team	Department	Organization
Focus	Project scheduling and delivery	Balancing team workloads across projects	Strategic planning and long-term visibility
Impact	Resolves short-term gaps and conflicts Ensures on-time delivery	Informs hiring, budgeting, and initiative timing Reduces overload and context switching	Aligns capacity with long-term goals Supports org design, growth, market expansion & transformation



Why It Matters

 **It's your competitive edge.** Not just a nice-to-have. It's how you scale smart, deliver better, and move faster.

- Better decisions, faster.
- Smoother delivery, happier clients.
- Grow without the chaos.
- Build trust with your team and stakeholders.

... and most importantly:

 **Protect your people.** Avoid burnout, boredom, and bottlenecks.

5 Common Challenges

Challenge 1: Lack of Visibility

#1



When work is hidden and team capacity is unclear, you're left guessing.

Tips to Overcome:

- Standardize your resource planning processes
- Implement appropriate forecasting tool (avoid spreadsheets)
- Visualize everything: people, projects, and plans



[Webinar]

From Reactive to Proactive: Mastering Resource Management Maturity

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Challenge 2: Incomplete or Dirty Data

“Garbage in, garbage out.” Your forecast is only as good as your data.

Tips to Overcome:

- Assign clear data ownership
- Automate wherever possible
- Integrate with your existing tools
- Use AI to catch inaccuracies and duplicates

#2





Watch The Runn **Webinar**: Data Governance in RM



Challenge 3: Unpredictable Demand

#3



Pipeline volatility, last-minute work, and constant uncertainty create a resource balancing act.

Tips to Overcome:

- Collaborate with Sales
- Set interlocks: Align on when and how changes are communicated
- Use probability data and resource placeholders for scenario planning
- Use trend analysis: Spot patterns in past demand

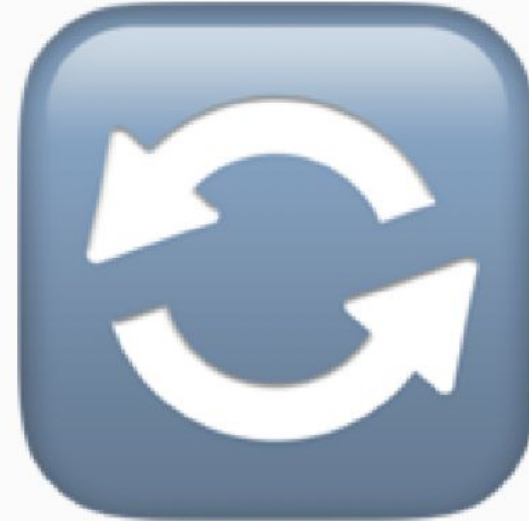
Challenge 4: Scope Creep & Shifting Priorities

Change is inevitable. Success depends on how you respond.

Tips to Overcome:

- Set project priority tiers & have clear rules for re-allocating resources
- Plan vs Actuals analysis
- Use placeholders to plan for uncertainty
- Reforecast on a regular basis

#4



Challenge 5: Misalignment Across Teams

#5



Your organization is operation in silos.

Tips to Overcome It:

- Secure stakeholder commitment to shared forecasting
- Hold regular resource syncs across functions
- Use shared dashboards for real-time visibility

Key Takeaways

- **Forecasting \neq guessing.** It's about making informed, proactive decisions.
- **Visibility is power.** You can't plan what you can't see. Make it visible.
- **Establish process before tools:** Tools don't fix chaos. Clarity and consistency do.
- **Data hygiene is non-negotiable:** Your forecast is only as good as the data you feed it.
- **Commit to collaboration:** Forecasting is a team sport. Alignment is everything.

Resources





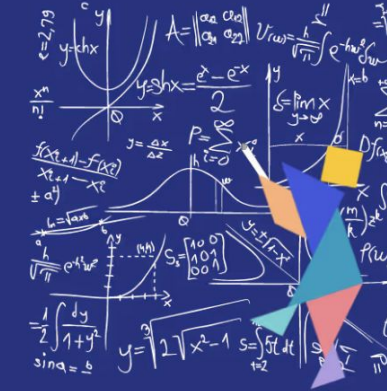
Watch The Runn **Webinar**: Forecasting Best Practices



Forecasting Best Practices for
Resource Management



56:34



Jan 13, 2025 · Project & Resource Management

Capacity Forecasting: A Future-Proof Guide

Capacity forecasting is an important part of planning your business growth. Here are some tips to make sure your capacity forecasting is on point.



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Questions





Let's stay connected

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Thank You!