Manpower

Total Cost of Workforce (TCOW)

See the true cost. Optimise with confidence. Deliver measurable impact

What is TCOW?

Total Cost of Workforce (TCOW) is a structured, data-led methodology that provides organisations with a complete, transparent view of the true cost of their workforce, including costs that are typically hidden, fragmented or poorly understood.

TCOW goes far beyond pay rates and supplier fees. It analyses the full cost of employing, engaging and managing a workforce, then models alternative workforce scenarios to show how smarter decisions can reduce cost, improve efficiency and strengthen business outcomes before change is implemented.

What TCOW does for your organisation

- Reveals the true, end-to-end cost of your workforce
- Identifies hidden cost drivers and inefficiencies
- Enables scenario modelling to test workforce decisions before commitment
- Quantifies savings, risk reduction and performance improvements
- Creates a foundation for continuous workforce optimisation.

Key Features & Benefits

COMPLETE WORKFORCE COST ANALYSIS

- **Feature:** Comprehensive analysis of all workforce costs, including direct, indirect and hidden drivers.
- **Benefit:** Gain total visibility and avoid decisions based on partial or misleading data.

SCENARIO MODELLING & IMPROVEMENT VARIABLES

- **Feature:** Models alternative workforce strategies, delivery models and levers for change.
- **Benefit:** Understand the financial and operational impact of decisions before making them.

CLEAR, QUANTIFIED OUTPUTS

- **Feature:** Decision-ready outputs showing cost, risk and optimisation impact in measurable terms.
- **Benefit:** Build confidence and alignment with finance, HR and executive stakeholders.

DISCOVER → PLAN → DELIVER FRAMEWORK

Feature: A structured methodology that moves from insight to action.

- **Benefit:** Ensures TCOW insight translates into real, achievable outcomes, not just analysis

CONTINUOUS IMPROVEMENT

Feature: Ongoing optimisation framework aligned to evolving workforce needs.

- **Benefit:** Sustain cost control, efficiency and performance over time.

Benefits for your business

- Reduce workforce costs with confidence
- Make smarter, data-driven workforce decisions
- Improve transparency, governance and control
- Strengthen alignment between HR, finance and the business
- Build a more resilient, future-ready workforce strategy.

TCOW gives leaders clarity, control and confidence. It reveals what your workforce truly costs today and shows in clear, measurable terms how to optimise for the future while balancing cost, risk and performance.

READY TO GET STARTED?
Talk to us today.

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