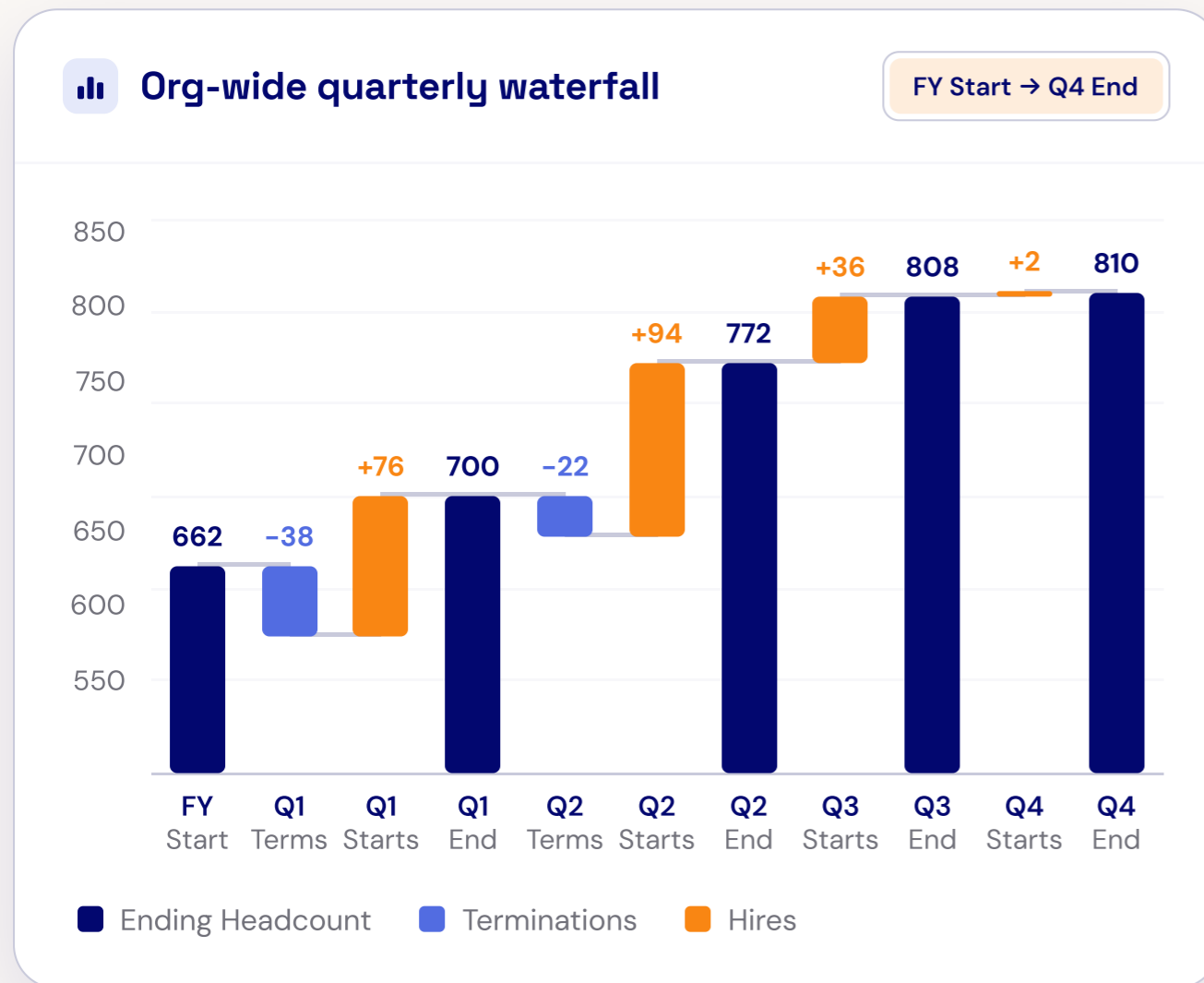


PRACTICAL AI FOR HEADCOUNT DECISIONS

# Arthi Chordia's Top 5 Headcount Planning Reports

Connecting headcount decisions to business outcomes using TeamOhana's on-demand AI workforce analyst. One source of truth across your HRIS, ATS, and FP&A keeps every number current, and Teemo drills deeper the moment you ask.



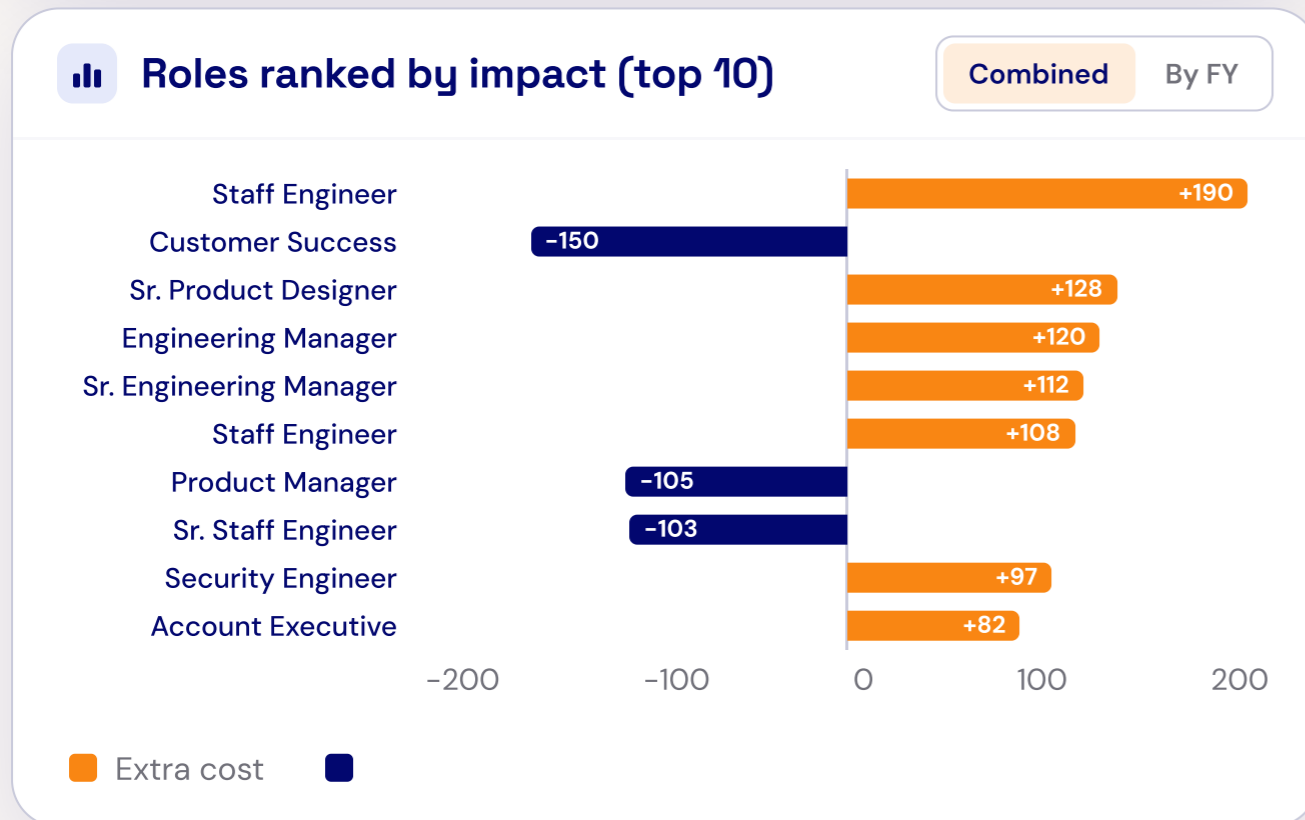
## HEADCOUNT WALK

# Trace how your org got here and where it is going

Headcount walk shows the full movement of people across divisions: from prior periods through today to projected final state. It surfaces where orgs are scaling quickly, where new teams are forming, and where growth has stalled, giving leaders the context they need before budget conversations begin.

“Headcount walk turned a spreadsheet exercise into a strategic conversation. Leaders come to the table with context, not questions.”

— Arthi Chordia



## HIRING PLAN VARIANCE

# See exactly where your hiring plan is costing you

The cost of a late hire isn't invisible, it's just unmeasured. This report gives Finance and HR one view of every role that's been delayed, pulled forward, or re-leveled, with the prorated and annualized impact of each. Days slipped times daily fully-loaded cost tells you exactly what you left on the table.

“Delayed or re-leveled roles can materially shift quarterly and annual spend. Always break out GTM separately, AE slippage is a revenue-risk story, not a cost-savings one.”

— Arthi Chordia

T12M vs YTD attrition rate



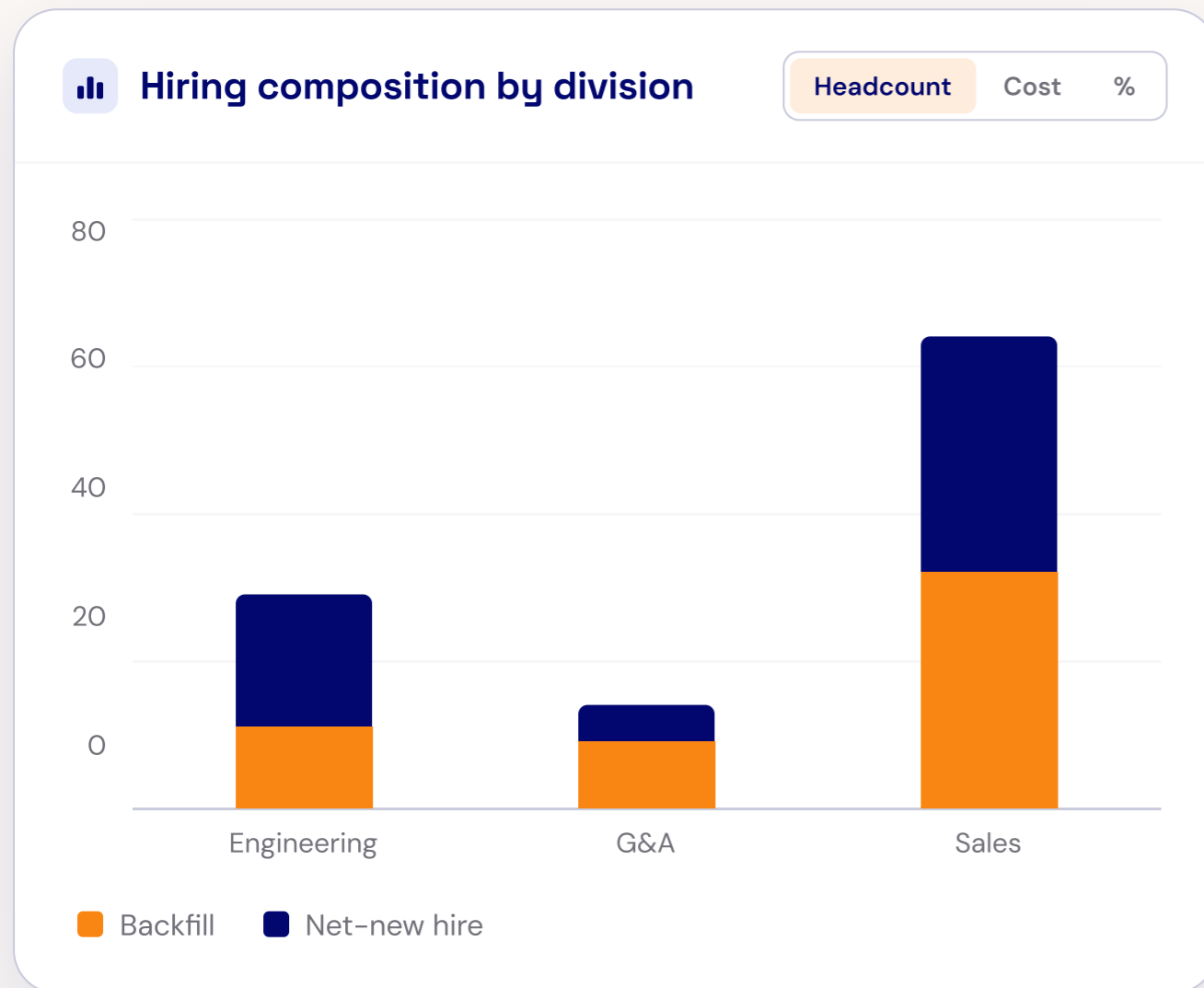
ROLLING YTD ATTRITION

# Catch attrition hotspots before they become hiring crises

Attrition does not just affect retention. It drives total hiring demand. This report tracks trailing 12-month and fiscal-year-to-date rates by division, so TA leaders can spot which teams are running hot and plan recruiter coverage accordingly, including backfill volume by geography.

“Attrition forecasting helps teams understand total hiring demand, including backfills, and informs where recruiter coverage is needed geographically.”

— Arthi Chordia



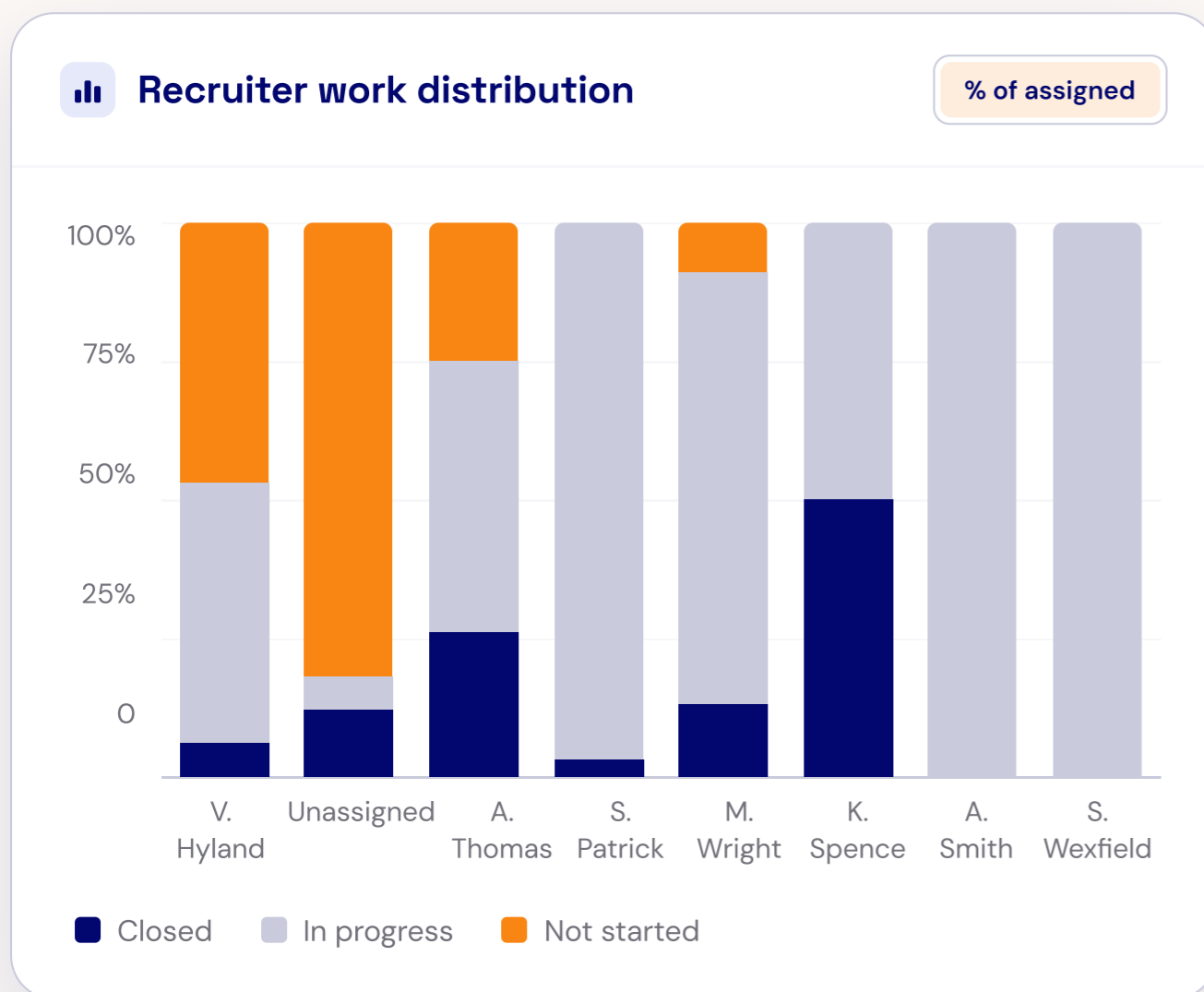
HIRING COMPOSITION

# Separate replacement hiring from real growth

When leaders say they are investing in the team, this report shows whether that is true. Hiring composition breaks FY hires into backfill vs net-new, so Finance can clearly distinguish capacity expansion from attrition replacement and communicate that distinction to the board.

“This is the clearest way to explain reorg and reinvestment decisions, especially when teams are trying to do more with less. It shows whether capacity is coming from net-new investment or from repurposing existing roles.”

— Arthi Chordia



RECRUITER THROUGHPUT

# Know which searches are stalling and why

Recruiter throughput gives TA leaders a clear picture of workload, pipeline health, and closure velocity across every assigned role. It surfaces operational friction points like weak role definitions, stalled pipelines, and interview bottlenecks, and helps teams plan concentrated recruiting pushes before they fall behind plan.

“This helps TA leaders understand recruiter capacity, assigned roles, stalled searches, and where intervention is needed. It can also support planning for a concentrated recruiting push like a recruiting day.”

— Arthi Chordia