

## PRESS RELEASE

# New 'Flex-Capacity' Approach Challenges Traditional Project Resource Planning

Deadline Dashboards introduces Flex Skills and Flex-Capacity - a new way for PMOs and project teams to uncover capability already hiding inside their workforce

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Project organisations may be recruiting contractors, overloading specialist teams and accepting resource shortages while valuable capability is already sitting elsewhere in the business.

That is the challenge behind Flex Skills and Flex-Capacity, two new workforce-planning concepts being introduced by UK reporting business Deadline Dashboards.

Built from decades of hands-on experience in project management, PMO and analytics, the approach asks project organisations to look beyond an employee's current job title and recognise the credible additional skills they may have developed in previous roles.

A Project Manager, for example, may previously have led a testing function. A Business Analyst may have substantial UAT experience. A PMO professional may also bring capability in benefits realisation, change management or portfolio planning.

**Those capabilities do not disappear when somebody changes role.** *Traditional resource plans, however, often do.*

## From spare capacity to Flex-Capacity

Deadline Dashboards defines a Flex Skill as a credible secondary capability that a person could potentially deploy beyond their Primary Role.

Flex-Capacity is created when that capability is combined with genuine workforce availability and relevant organisational demand.

The distinction matters because an available person is not automatically a useful resource for a particular problem.

But an available person with the right skill, sufficient proficiency and relevant experience may represent immediately deployable capacity that a conventional role-based resource plan never reveals.

*"Most resource plans are very good at telling us what somebody is called and how busy they are. They are much less good at telling us what that person can actually do."*

*"Flex-Capacity asks a simple question before an organisation recruits, contracts or overloads another team: **who else could credibly do the work?**"*

## A recruitment opportunity hiding in plain sight

The idea also has implications for recruitment.

CVs contain years of information about previous roles, specialist experience, systems, projects and capabilities. Yet once a candidate is hired, much of that workforce intelligence effectively disappears behind their new job title.

Deadline Dashboards argues that recruitment could assess candidates in two dimensions:

**Primary Role fit** - can the person perform the job being recruited for?

**Flex Skill value** - what other useful capability is entering the organisation with them?

That wider view could help organisations build resilience, improve internal mobility and create useful backfill capacity long before a resource shortage appears.

## Before you recruit, check what you already have

The concept is particularly relevant to PMOs and project environments, where demand can move rapidly between disciplines.

Testing may suddenly become constrained. A transformation programme may require additional change capability. Portfolio planning demand may increase during a major investment cycle.

A conventional resource plan may show the specialist team as overloaded and immediately suggest a recruitment or contracting requirement. A capability-based view may reveal something different.

It might identify people elsewhere in the organisation who have:

- relevant Flex Skills
- sufficient proficiency
- recent experience
- genuine available capacity
- appropriate deployment constraints
- availability during the period of demand

The deployment decision remains a human one. The difference is that managers can see the option.

## Turning the concept into a working management tool

Deadline Dashboards has incorporated the approach into its newly redesigned Resource Capability Deployment Dashboard - Flex Capacity & Flex Skills Excel Template.

The editable workbook combines:

- Primary Roles
- up to three Flex Skills per person
- proficiency and last-used dates
- weekly commitments and absence
- resource availability
- capability demand
- required proficiency
- deployability
- a 10-week capacity outlook
- skills-based matching
- Flex-Capacity identification
- capability gap analysis
- visual workforce planning dashboards

The purpose is not to automate resource decisions, but to expose credible alternatives before teams automatically recruit, contract or overload existing specialists.

## A new lens on project workforce planning

The wider argument is simple:

**Job titles describe organisational structure. They do not describe the full capability of the people inside it.**

As project organisations face continuing pressure to control cost, improve utilisation and respond quickly to changing delivery demand, understanding that hidden capability could become increasingly valuable.

Flex Skills and Flex-Capacity offer PMOs a way to move from simple headcount and availability planning toward a richer view of workforce capability.

**Sometimes the person a project needs is not outside the organisation. They are already inside it. The organisation just has to look beyond the job title.**

### ABOUT DEADLINE DASHBOARDS

Deadline Dashboards is a UK-based provider of affordable, ready-to-use and fully editable Excel reporting dashboards for project, PMO, operational and business teams. Created from decades of hands-on project management, PMO and analytics experience, its templates are designed for professionals who need clear, practical management reporting without building every workbook from scratch.

Individual dashboards are available from £9.99 as a one-time purchase, with three months' Priority Support included. Deadline Dashboards also provides team and cross-organisation licensing, bulk licences and custom dashboard development.

**Website:** [deadlinedashboards.com](https://deadlinedashboards.com)

**Product:** Resource Capability Deployment Dashboard - Flex Capacity & Flex Skills Excel Template

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