There are a number of workforce planning strategies that can be used to help organizations meet their current HCM goals. For example, flexible staffing alternatives are made to address critical needs within the business cycle such as: - Open positions that have shortages of available workers. - Operations experiencing seasonal peak demands. - Upturns and downturns of operations that make it impractical to determine a fixed headcount. - A specific skill needed for a special project. The flexible staffing solutions to these needs can range from temp-to-hire programs, seasonal workers, and job sharing, to selecting contract workers Please review the different workforce needs listed above. Choose 1 out of the 4 workforce needs and describe a scenario for that need. Then provide two to three flexible staffing solutions to meet the staffing needs of the scenario described. Be sure to post an initial, substantive response of 300 words using proper APA formatting with at least TWO scholarly reference