

Reimagining HR for the Digital Age

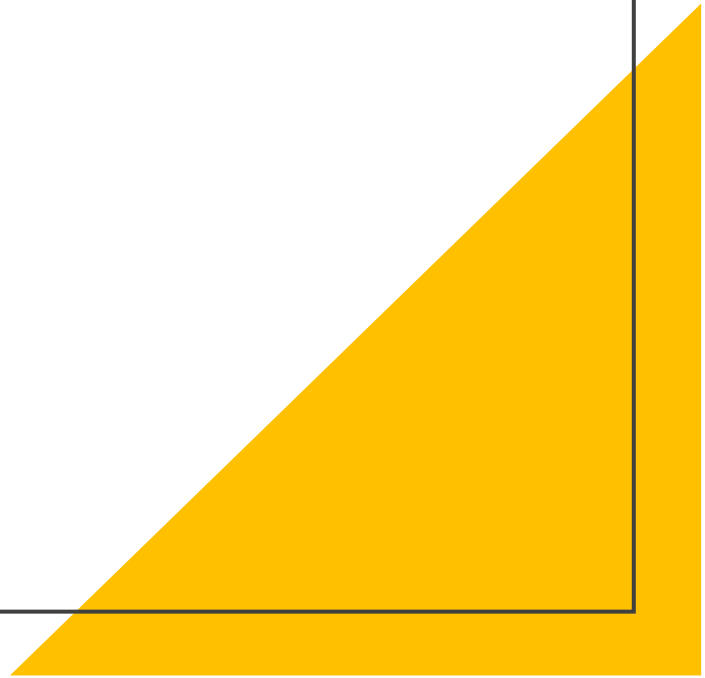
CHRO Academy

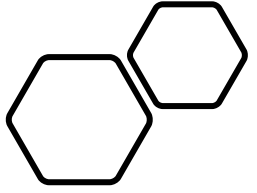
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October 13, 2021

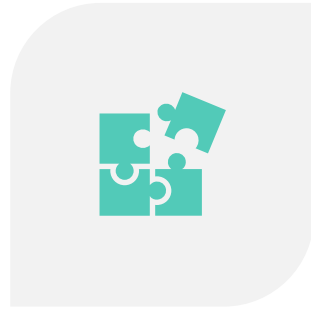




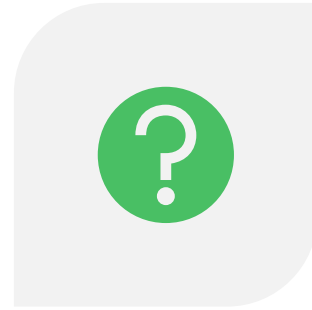
Why it matters



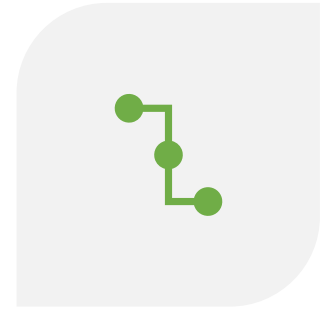
EFFICIENCY



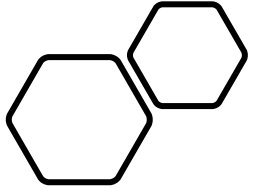
INNOVATION



INFORMATION



CONNECTION



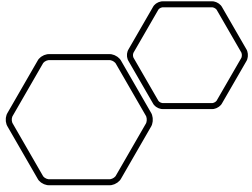
Pulse Survey



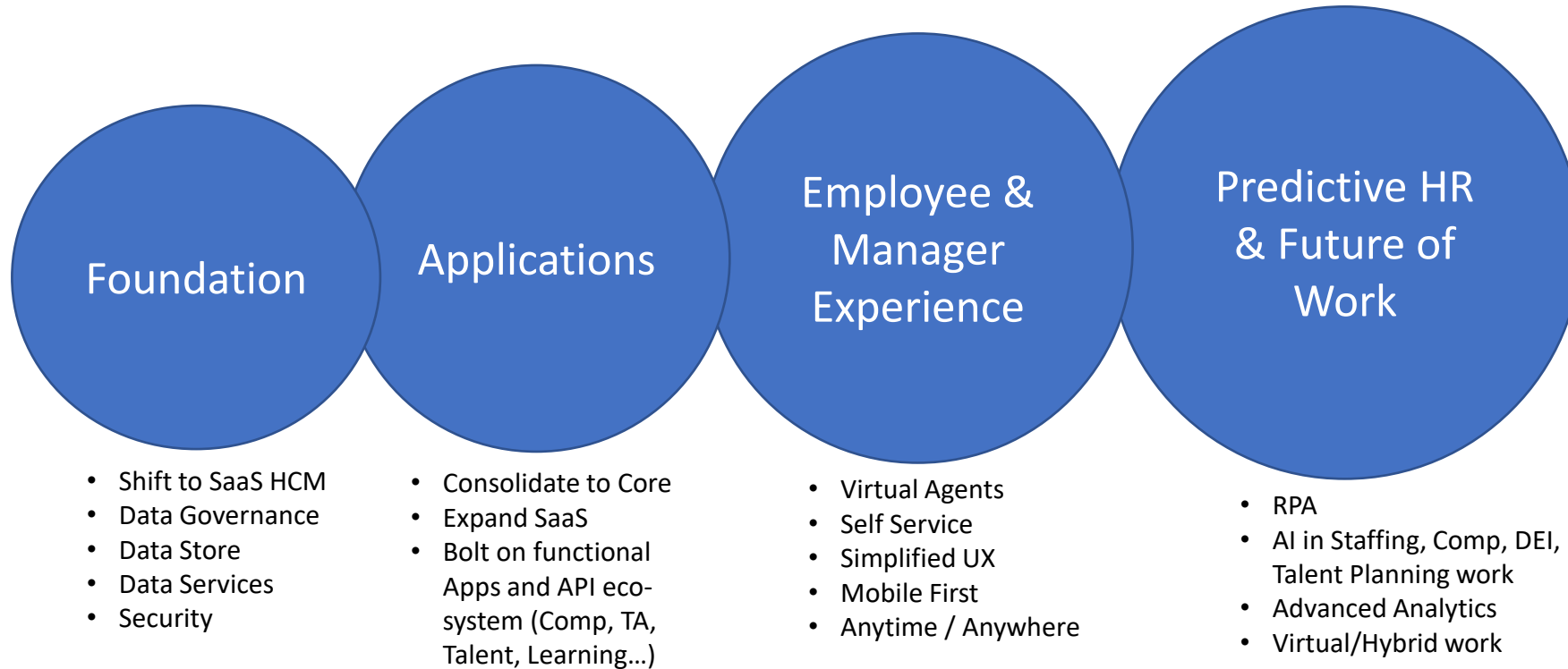
Are you responsible for the HR tech stack and ecosystem?



Do you have an HR Digital Strategy?



HR Digital Age



HR Technology Ecosystem and Evolution

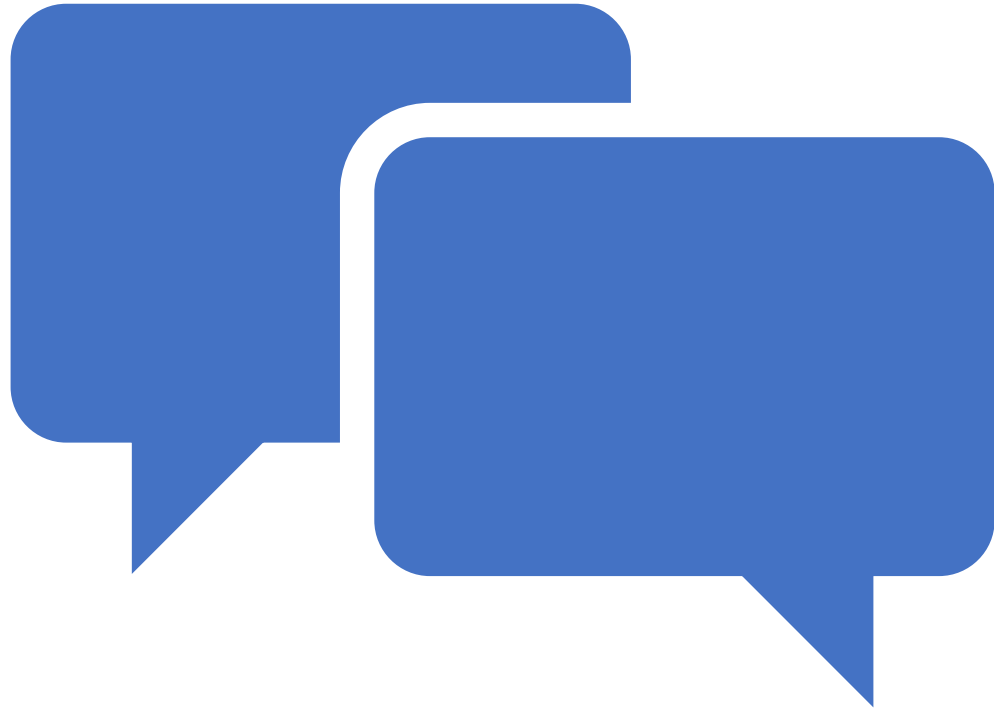


Considerations Checklist

- Context
 - Current State Assessment
 - Your HR Strategy
 - HR Operating Model
 - Team's Capabilities – Experience and Track Record
 - Company's Financial & Innovation Appetite/capacity
- Key Relationships
 - Internal Stakeholders – IT, Procurement, Finance, Legal, Audit, Communications
 - External Partners/Providers – ERP, Payroll, BPOs, Consultants, Focused Cloud Solutions

Developing Your Game Plan

- Outline Roadmap – What/When/Why
 - Ensure it aligns with the overall digital “book of work” at your company
 - Focus on the “moments that matter” most for impact
- Detail Specific Outcomes – Ensure Trackable/Establish Process To Monitor
 - Process quality improvements
 - Time Savings by HR, Leaders, all Team members
 - Recruiting and Retention
 - Other cost savings
- Optimize Partner Relationships
 - Rigorously vet the platforms/partners you choose
 - Establish regular accountability routines with your partners



Discussion