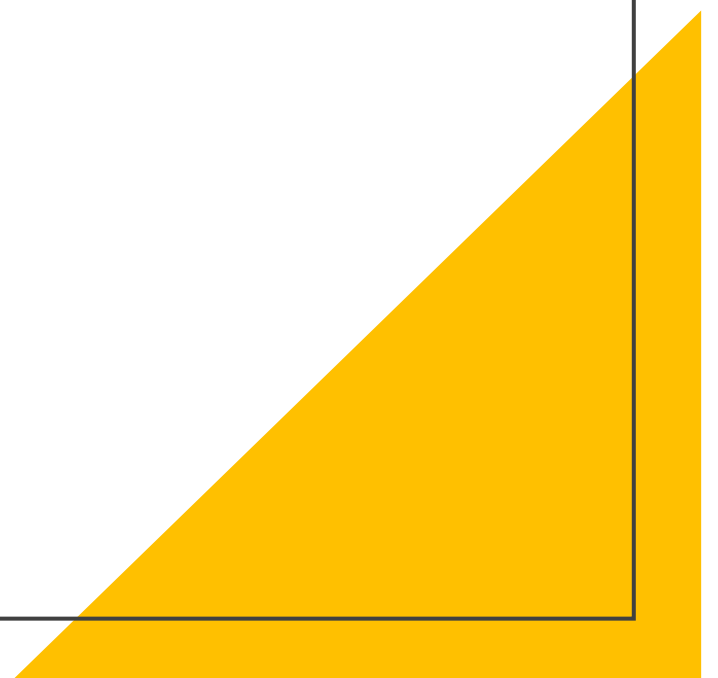


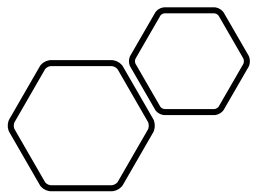
# Reimagining HR for the Digital Age

**CHRO Academy**

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*October 14, 2021*





# Why it matters



EFFICIENCY



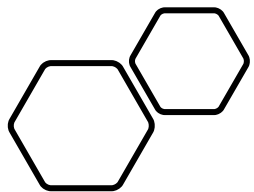
INNOVATION



INFORMATION



CONNECTION



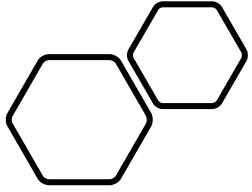
# Pulse Survey



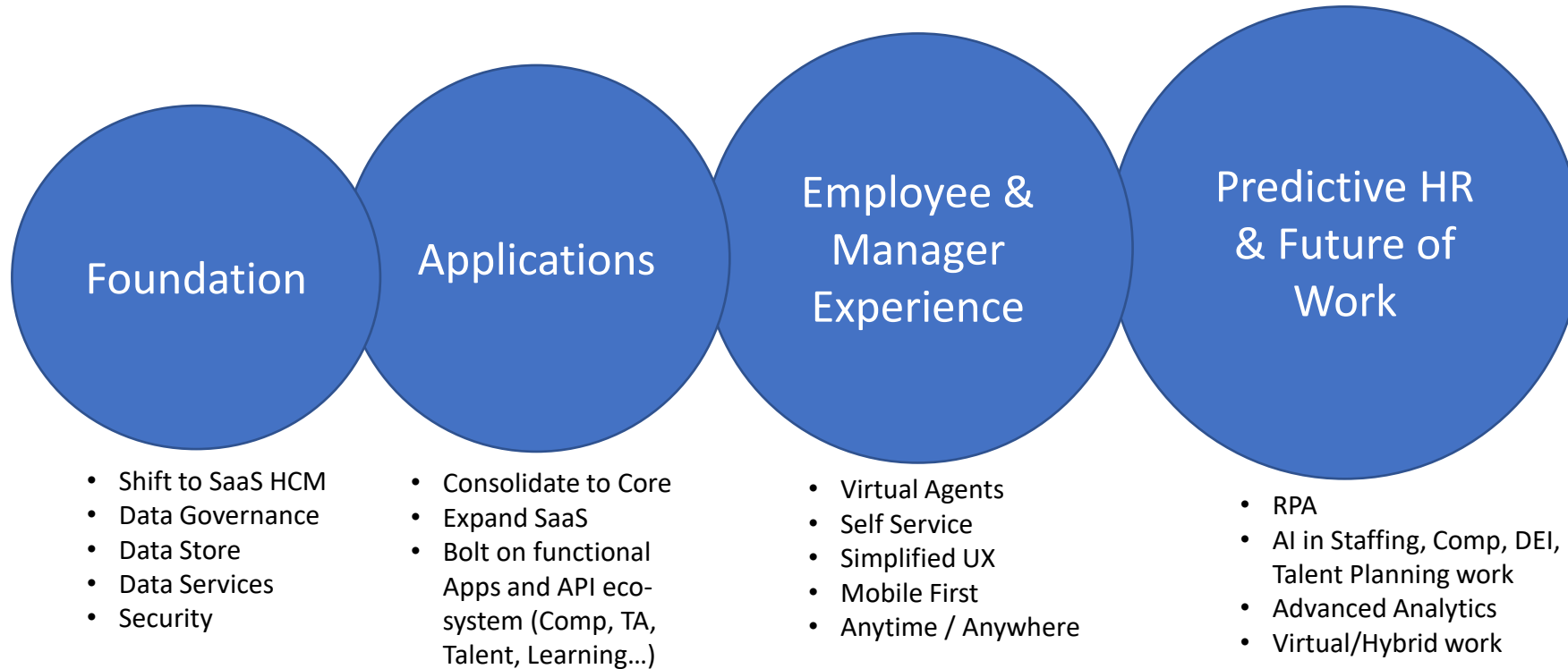
Are you responsible for  
the HR tech stack and  
ecosystem?



Do you have an HR Digital  
Strategy?



# HR Digital Age



HR Technology Ecosystem and Evolution

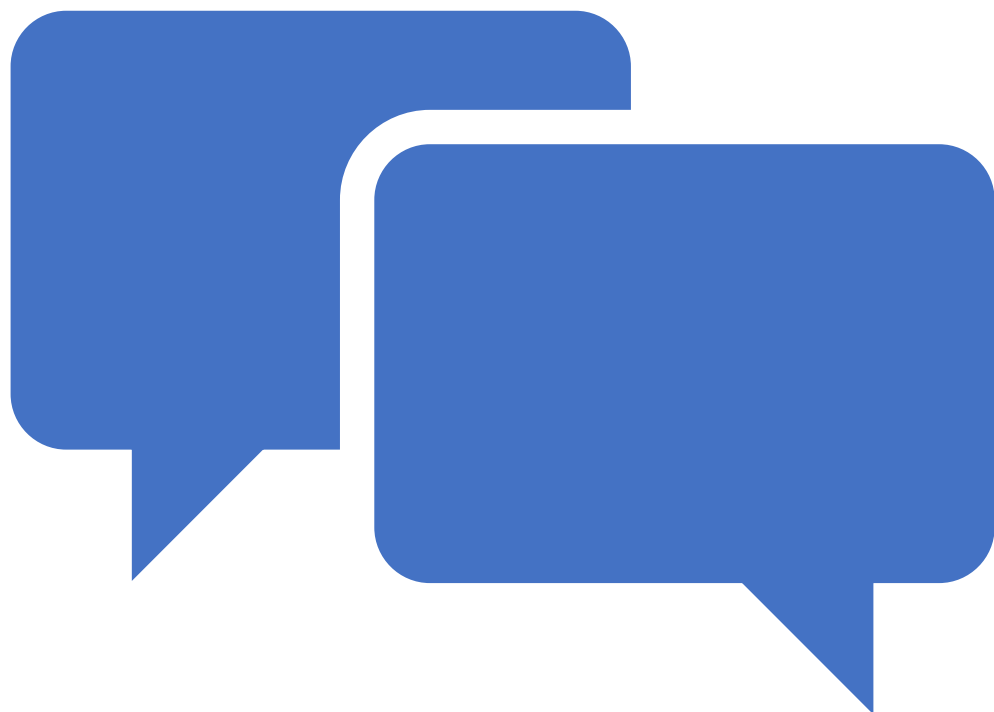


# Considerations Checklist

- 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