



Going Digital in HR 10 Simple Steps

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A large orange shape on the left side of the slide, consisting of a rectangle with a rounded right edge.

Its all about..

- PEOPLE - improving workplace experience, personal satisfaction, engagement
- BUSINESS - enhancing operational performance, productivity



HR Going Digital Examples

- Transform the way your organization and people work – culture, environment, styles, processes
- Monitoring the risk of burn-out
- Automation in Recruitment
- People Analytics and Reporting
- Employee Engagement
- Gamification of Training and Learning
- Psychological Safety
- Enabling Business Agile
- Employer Branding
- Performance Management
- Onboarding



Global ranking of 32 topics for Future Importance

Rank	Topic	High	Somewhat High
1	People & HR strategy	90%	
2	Leadership behaviors & development	86%	
3	Employee engagement & wellbeing	86%	
4	Up & reskilling and learning & development	87%	
5	Strategic workforce planning	85%	
6	Employer branding	84%	
7	Purpose & culture activation	84%	
8	Change management capabilities	84%	
9	Health & safety	84%	
10	Recruiting strategy & process	81%	
11	Performance management	80%	
12	HR IT architecture & operation	80%	
13	Onboarding	80%	
14	HR staff capabilities	80%	
15	Top talent management	80%	
16	Smart work	80%	
17	Rewards & recognition	80%	
18	Diversity & inclusion management	79%	
19	People analytics & reporting	79%	
20	Organizational development & design	78%	
21	Talent ecosystem management	77%	
22	Employee relations	77%	
23	HR organization & governance	75%	
24	Agile principles	75%	
25	Digital, AI, cloud & robotics in HR	72%	
26	Career models management	70%	
27	Employee journey management	70%	
28	Staffing & placement management	68%	
29	Policy management	67%	
30	Restructuring management	65%	
31	HR shared services	61%	
32	Shared services implementation	61%	

Source: 2021 BCG/WFPMA proprietary web survey and analysis (n = 6,686).
 Note: Ranked by highest number of responses in "high" and "somewhat high".

Key highlights

- **People and HR strategy** was ranked as the **most important topic**, laying the foundation for all People and HR activities in an organization
- **Priorities also lie in employee-centric topics** as Leadership behaviors and development, Employee engagement and wellbeing as well as Up- & reskilling and learning and development all among top 5
- **HR shared services** and the implementation of shared services are globally seen with **lowest future importance**

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Dr Philipp Kolo, Partner and Associate Director, People Strategy & HR, BCG
 HR Week Latvia, Oct 19-20, 2022
 The Future of People Management Priorities, pdf, (publicly available on www)

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(0) What about me?

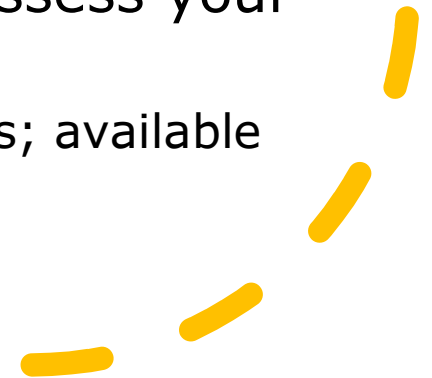
How much do I want this? What drives me? My role? What do I want to achieve?

(1) Identify business goals and KPIs

For ideas/guidance – company vision, strategy, business plans; market, industry and technology trends; best practice; SMART goals; how to measure success

(2) Figure out where you are, assess your present situation

Discovery; existing tech and processes; available data, areas for improvement



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(3) Build a strong business case

Be clear about what is required when it comes to budget, timelines, and resources. Outcomes, gains.

(4) Create a compelling story

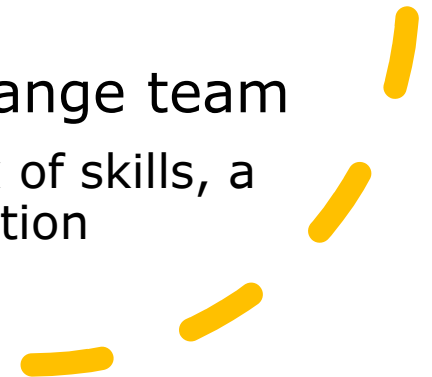
With passion and purpose. Raising a sense of urgency, inspiring people to act

(5) Engage business leaders, employees, all stakeholders

Create a coalition of committed people: buy-in, energy

(6) Create and develop your change team

Culture/attitude, people, the right mix of skills, a proper team model, roles, communication



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(7) Research tech and speak to vendors, service providers, analysts

Cost, ease of use, features, integrations, look, performance, implementation, maintenance; values

(8) Generate short-term wins

Reaching milestones and benchmarks, completing activities: visible, tangible, relevant

(9) Experiment, test and innovate


Think ahead for your future needs: a journey, not a destination

(10) Measure success and celebrate

Any progress, even failures; recognize and reward



Support available in any step

- Ask for advice/guidance
 - Be a member of community facing similar challenges
 - Get support in building your business case
 - Get help in creating proper culture, developing your change network, dealing with difficult situations
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**Keep moving
forward with
our help**

- Goal-oriented 1:1 growth sessions for you to succeed
- Elements of coaching, mentoring, consulting, training, and business supervision – all tailored to meet your needs
- Workshops, facilitation, expert knowledge
- Partner-like attitude: interest in your success in a longer time period, shared responsibility for outcomes





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Human Touch in a Digital World

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