HR Transformation: Which lens are you using?

Drive change or be changed.

The disruptors

Learners view today’s disruption as a unique opportunity to transform their business models and drive new levels of growth and success.

Source: Deloitte University, Deloitte Digital, Deloitte Human Capital, 2017

66% say they view technological disruption as an opportunity rather than a threat.

62% have taken tangible steps to transform themselves in the past year.

54% say they are focusing on the current environment.

The movers

Organizations on the right path to transformation demonstrate strong, proactive, informed leadership. They will pursue initiatives that are uncomfortable but inevitable for future success.

Successful HR initiatives implemented in the past 18 months:

- 63% have improved people management capabilities.
- 60% have re-engineered key HR processes.
- 44% have enhanced the role of HR business partners.

Top cited challenges inhibiting strategic value:

- 38% change management operations.
- 43% support for new HR technologies.

Organizations should embrace uncertainty as a valuable opportunity.

The bold

Rather than taking the path of least resistance, organizations should boldly pursue a strategic journey to redesign the traditional operating model with Intelligent Automation.

Focus areas for IA efforts:

- 51% Talent management
- 54% Improved performance

Key benefits of IA:

- 57% Talent acquisition or on-boarding
- 54% Fewer resources or staff to perform strategic work.

The successful

Businesses that position themselves for successful transformation in the digital age have a clear destination and an intelligently designed roadmap to get there.

Areas for consideration:

- A new mind-set that understands the accelerating speed of change.
- Redefining the HR function.
- Getting a deeper understanding of employees’ skills.

Learn more about why now is the time for HR functions to transform. kpmg.com/HRT

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44% have enhanced the role of HR business partners.

38% change management operations.

43% support for new HR technologies.

51% Talent management.

54% Improved performance.

57% Talent acquisition or on-boarding.

54% Fewer resources or staff to perform strategic work.

A new mind-set that understands the accelerating speed of change.

Redefining the HR function.

Getting a deeper understanding of employees’ skills.