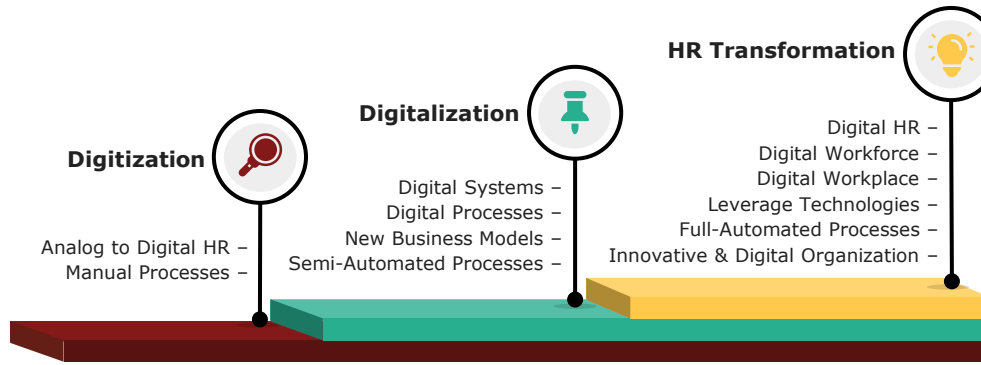


HR transformation is the adaptation of the role of the HR department to constantly changing environment. In businesses, promoting success may mean reducing costs, increasing market share, growing in global markets, or innovating new products or services.

## HR Transformation



## Challenges

- | Leadership                                                                                                                                                                                                       | Strategy                                                                                                                                                                                | Organization                                                                                                                                                                        | Development                                                                                                                                                                                  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>Developing the leaders of tomorrow</li> <li>Cross-Generational Team Building</li> <li>Inspiring a shared vision</li> <li>VUCA-World</li> <li>Talent Management</li> </ul> | <ul style="list-style-type: none"> <li>Align HR to business goals</li> <li>Diversity, Equity and Inclusion</li> <li>Health and wellness</li> <li>Compensation &amp; Benefits</li> </ul> | <ul style="list-style-type: none"> <li>Way of work</li> <li>Embracing change with grace and ease</li> <li>Compliance</li> <li>Data Security</li> <li>Leverage technology</li> </ul> | <ul style="list-style-type: none"> <li>Fostering a culture of continuous learning</li> <li>Creating a Quality Employee Experience</li> <li>Building value-driven training courses</li> </ul> |

## How we contribute

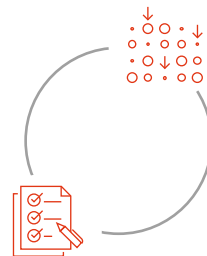
- Research & Tools** like organizational and HR score models
- All necessary roles from a single source, such as **HR Change Manager, HR Business Partner, (IT)-Analyst and Business Developers**
- Practical tips** within the challenges fields
- Future employee readiness**
- Involvement of experts for the advising on matching **HR technologies**
- Deliver as cooperative **approaches & frameworks**
- Support **innovation mindset** by providing **creativity techniques**
- Inclusion of a **Trend & Radar** that gives a **cross-industry & Technology panoramic view** of trends in your business environment

- Skilled**
- Down-to-earth**
- Versatile**
- At the forefront**
- Polyglot**
- Flexible**

## HR drives an Organization

In a permanently changing world, **HR transformation** is a necessary step to ensure ongoing **employee satisfaction**, effective analytics, **increased performance**, reduced cost and overall business growth.

Research says, that **less than 45%** indicate their organization **promotes a culture of innovation** and change. This means that there is an **enormous need** to cover the necessary organizational aspects in **the VUCA world**.

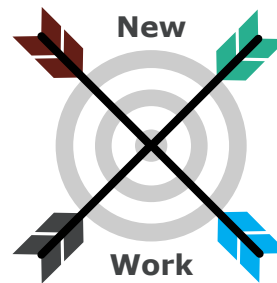


## Approach

Strategic Direction

- HR Assessment
- GAP-Analysis & business case development
- Target Operating Model Design & align strategy to business
- Management of workplace & workforce development
- Digital Upskilling program
- Business Architecture, especially needed technologies

- HR Operating model - Organizational Design
- People & Culture Assessment - Harmonize capabilities to the organization
- Providing trainings and workshops - Process definition
- Define roles & responsibilities - Define optimal workflow



Technology Enablement

- HR technology excellence and automation
- Digitizing data
- Establishing metrics to measure progress
- Facilitating digital interactions
- Knowledge-Management
- Implement HR-Analytics

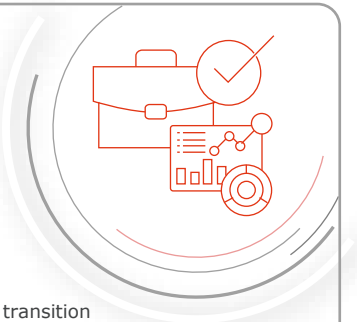
- Enablement of potentials and skills
- Enablement of digital upskilling
- Building workforce commitment
- Establish ethical and equitable processes and practices
- On- & Offboarding management
- Care- & Benefit Program
- Health & Safety

Organizational Design

Workforce & -place

## Deliverables

- HR Organizational Assessment** of the Company & **personality tests**
- Evaluation of a business engineering** analysis and introduction of a catalog of measures
- Future Leadership framework** to increase adaptability in a VUCA world
- Modern HR operating model** with Guidance & C-Level Coaching to prepare the transition
- Integrated HR technology and analytics** to be able to identify and leverage technologies and talent analytics
- Digital Capabilities Strategy** while enhancing a digital corporate culture
- Workforce & -place strategy** that suits to the current environmental challenges
- Implement** an appropriate and **applicable HR Process**, including training, an ongoing review and a continuous **improvement cycle**



A small summary of the benefits of HR transformations:



- New Work** approach
- Digital** Upskilling & **Future** Leadership
- Time to market** organization
- Modern culture & values**
- Creative & collaborative** work environment
- Efficient value creation** ecosystem
- Awareness** about **technology & trends**
- Increased** employee experience
- Better** Data management and security
- Agility** in the new way of work
- Improved** Employer branding

Want to know more about future oriented HR?



Digital HR



Digital Employability



HR Analytics



HR Virtualization



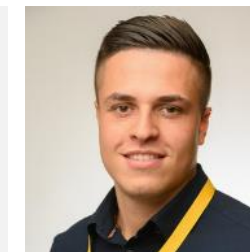
Personalized Employment



Change Management



Agility Mindset



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