

# HR-Transformation in der digitalen Ära

Wie Sie Ihr Geschäftsmodell fit machen

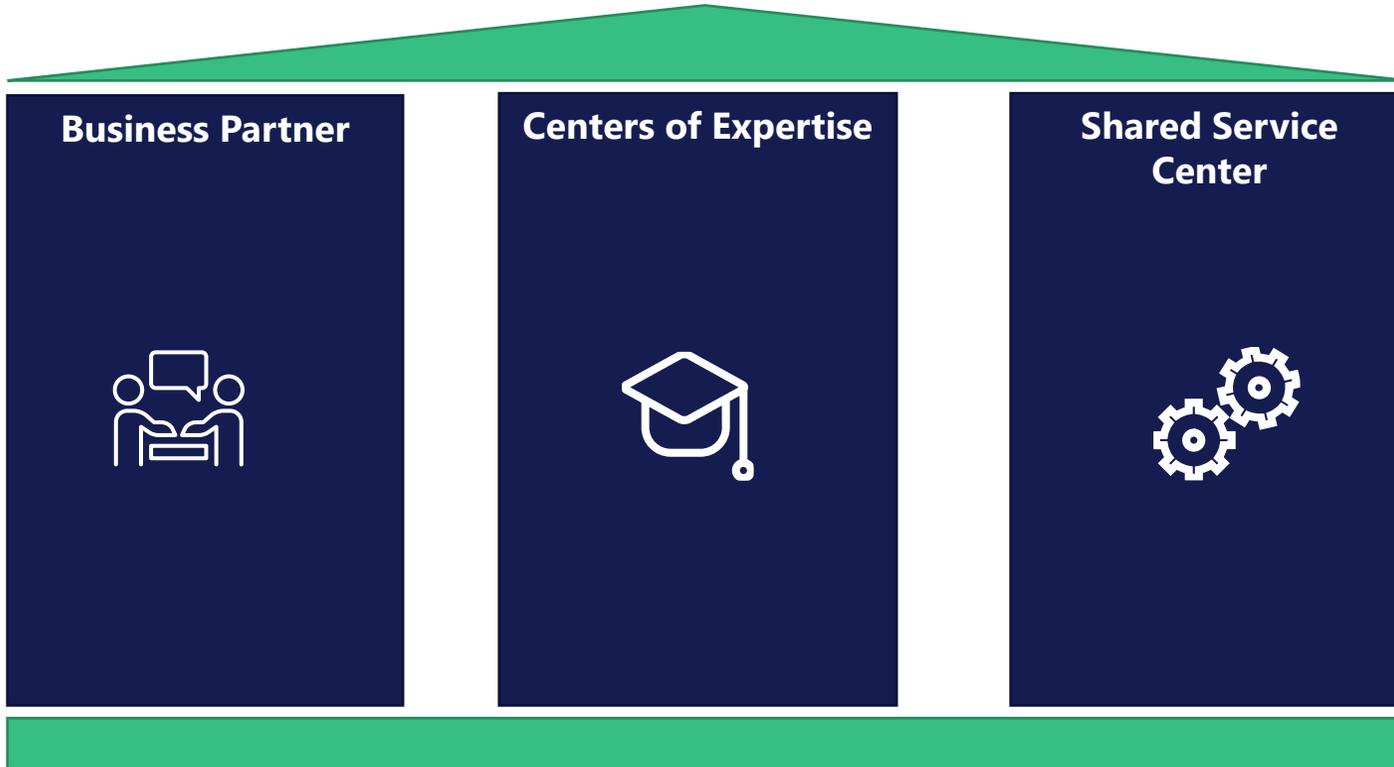
Dr. Stephan Schmid

27.04.2023

tts Forum

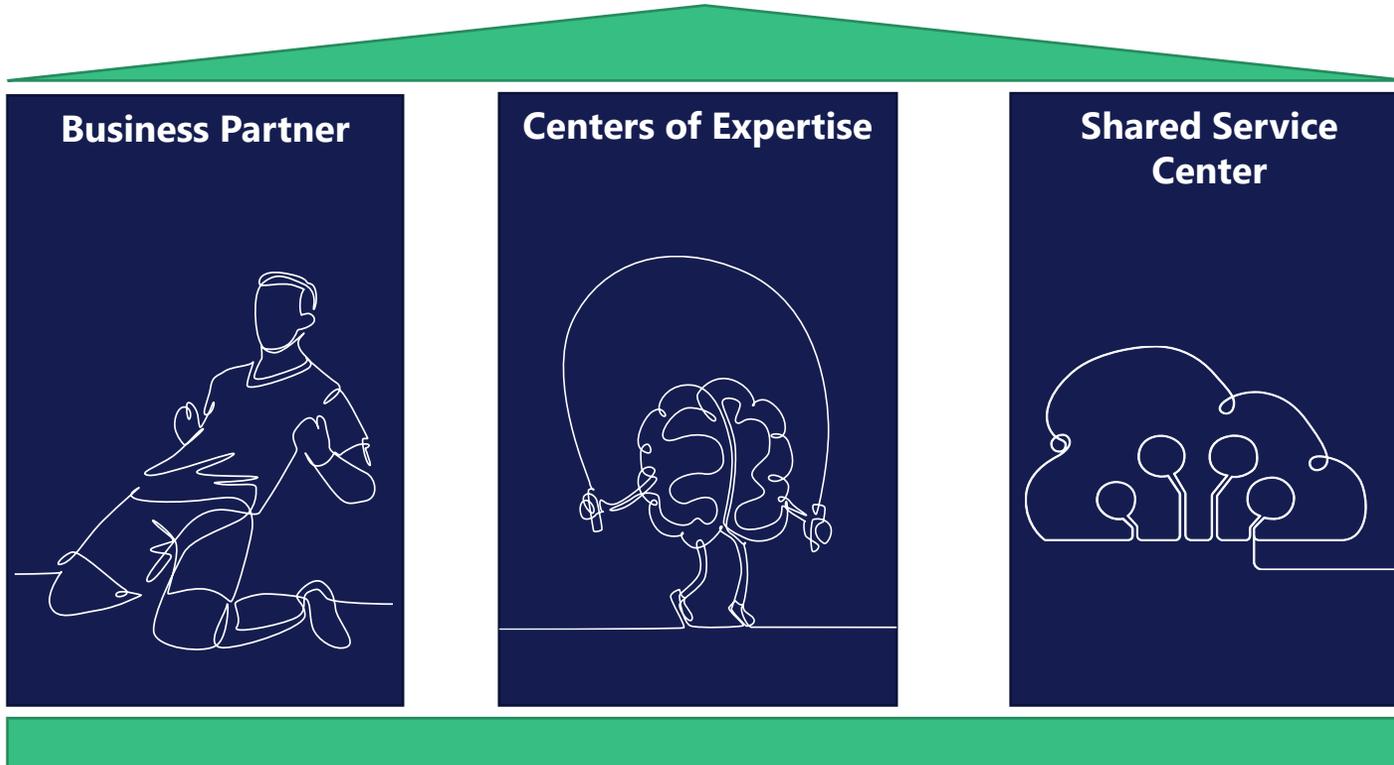


# Das klassische 3-Säulen-Modell hat ausgedient



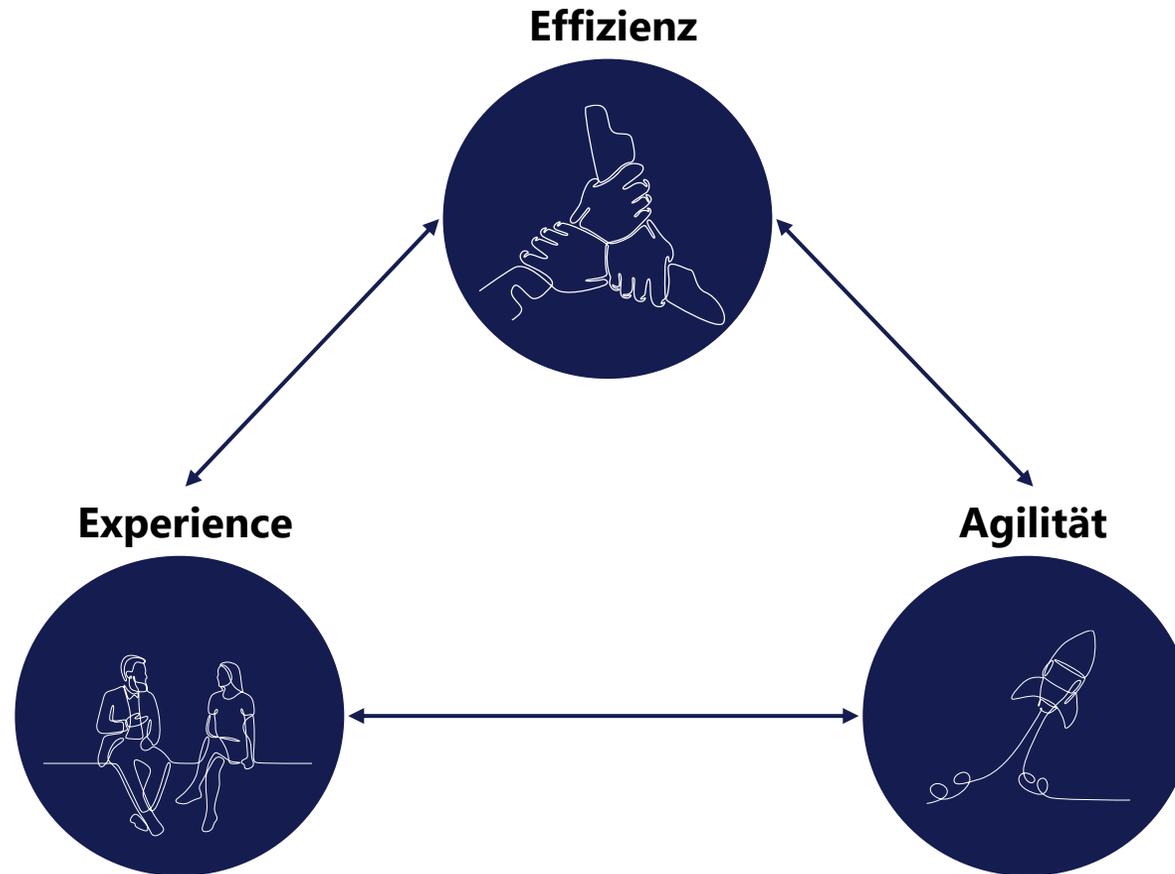
- Effizient
- Agil
- Employee experience

# Woran die 3 Säulen in der Praxis scheitern

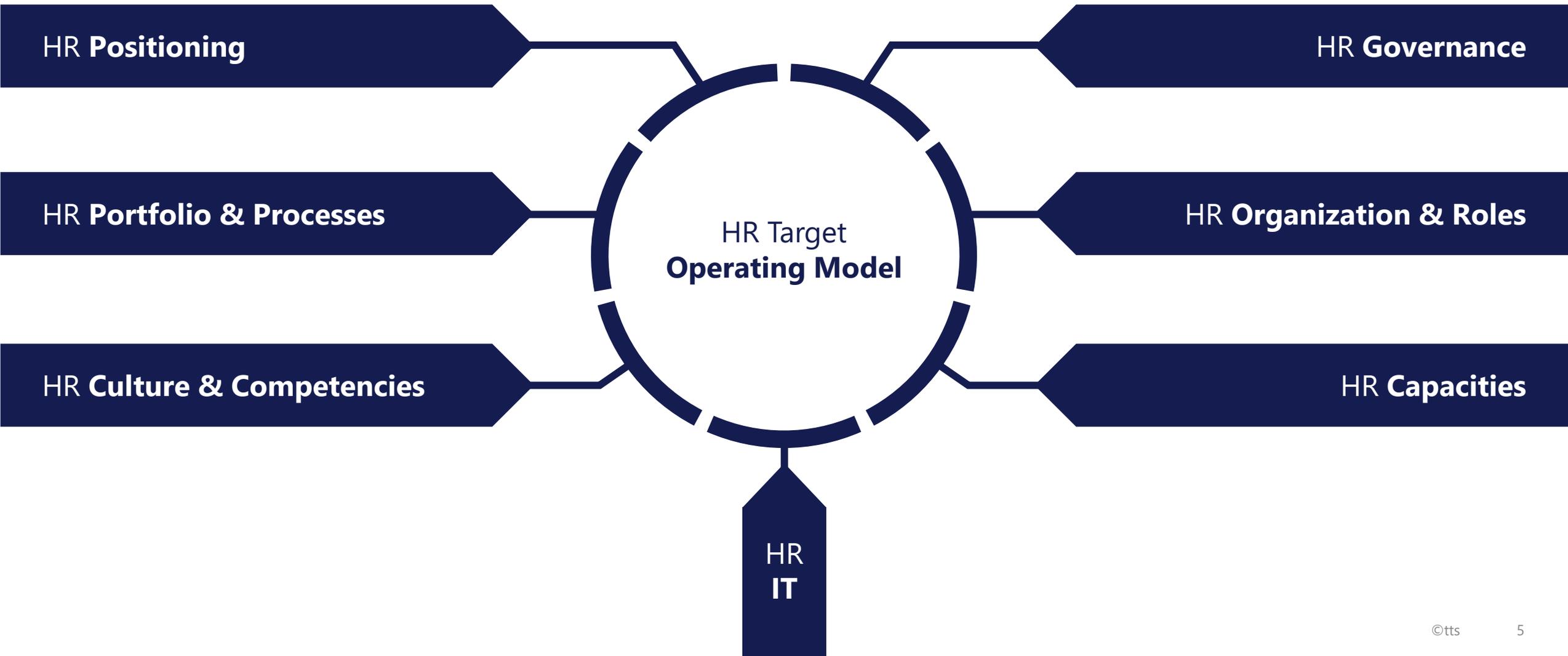


Effizient	<input checked="" type="checkbox"/>
Agil	<input type="checkbox"/>
Employee experience	<input type="checkbox"/>

# 3 Ziele bestimmen zunehmend die strategische Agenda

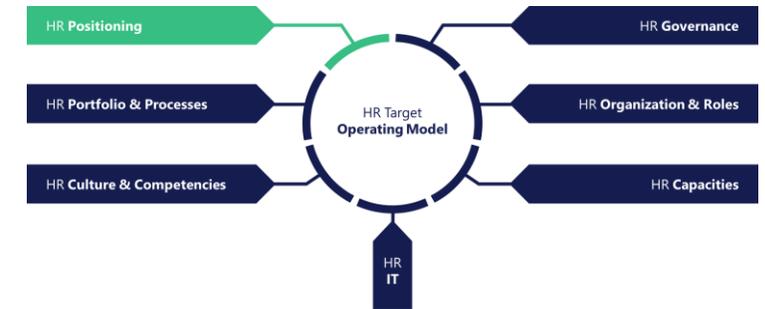


# Wie sehen HR-Geschäftsmodelle aus, die besonders effizient, agil bzw. experience-orientiert sind?

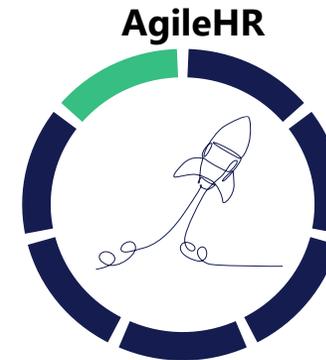
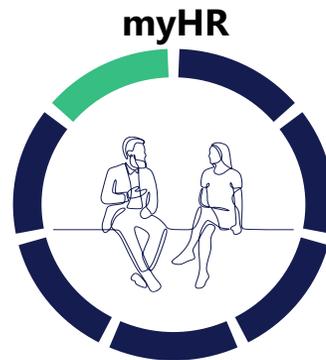


# HR Positioning

- ▶ Dienstleister
- ▶ Auf Einzelschicksale keine Rücksicht!



- ▶ Feel-good Manager
- ▶ Darf's noch etwas mehr sein?



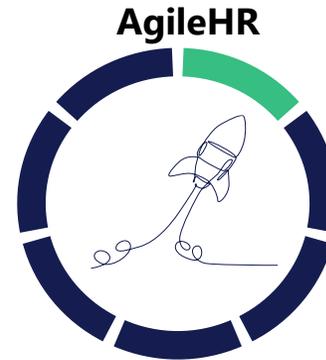
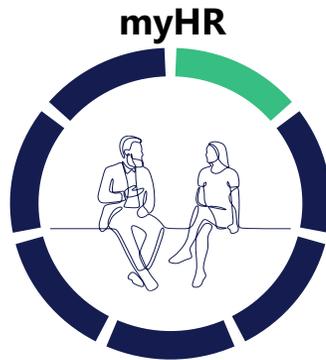
- ▶ Transformationspartner
- ▶ YES, WE CAN

# HR Governance

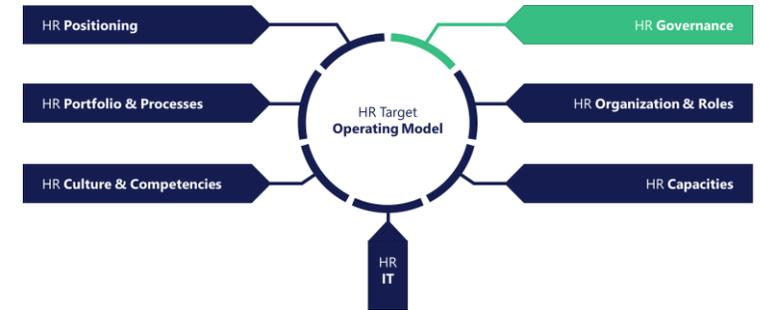
▶ Global Frame



▶ Local Freedom

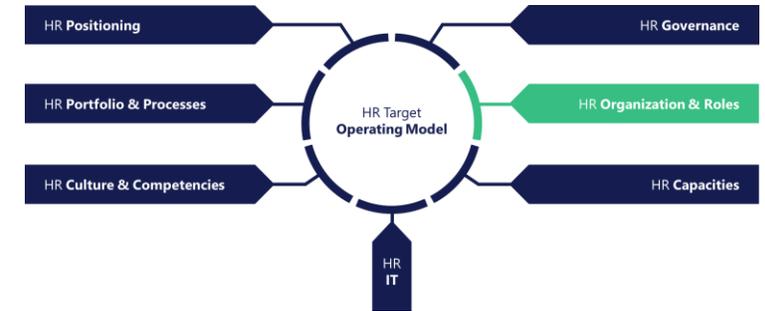


▶ Gemeinsame  
Prioritäten

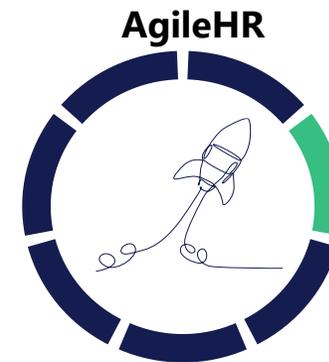
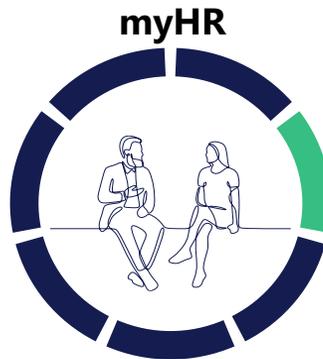


# HR Organization & Roles

▶ 3 Säulen



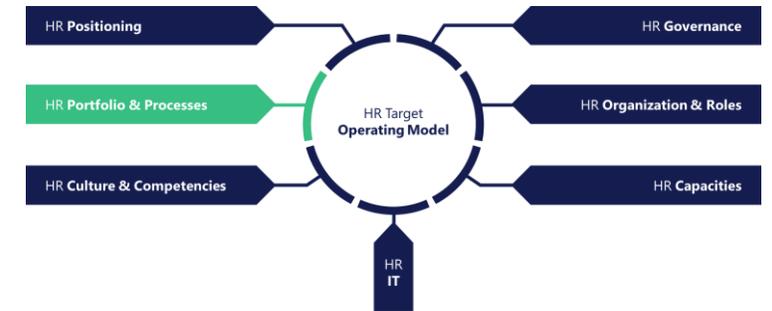
▶ Kundenteams



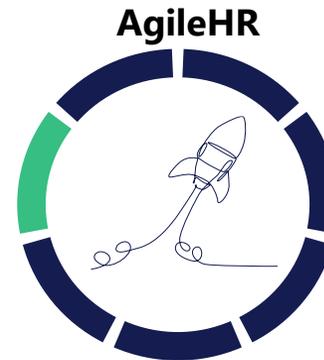
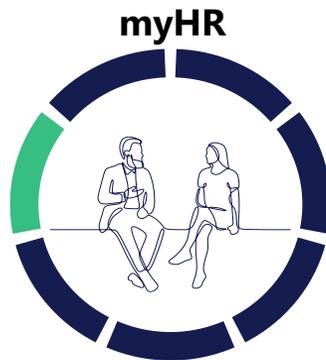
▶ Tribes & Squads

# HR Portfolio & Processes

▶ Personalwirtschaftliche  
Pflicht



▶ Konfigurierbar



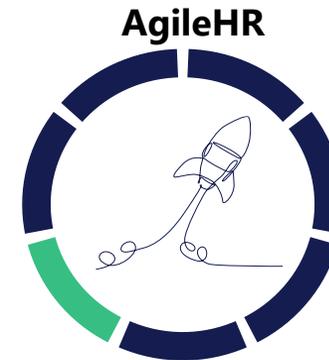
▶ Fluid portfolio

# HR Culture & Competencies

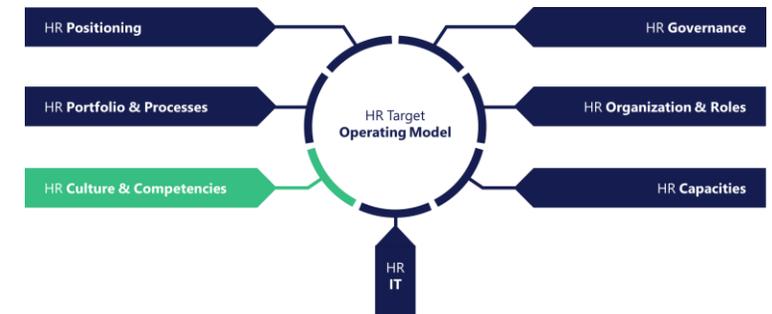
▶ Verlässlich



▶ Empathisch

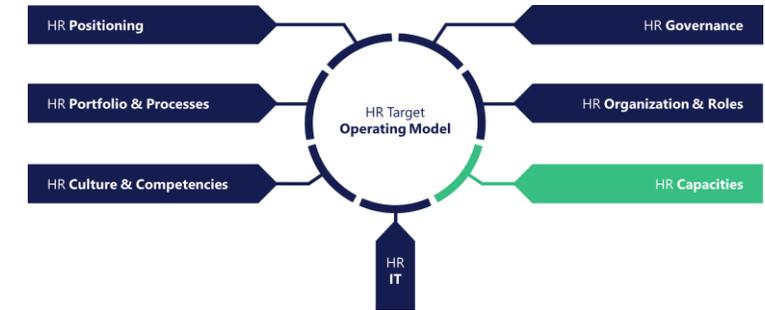


▶ Agiles Mindset



# HR Capacities

► Betreuungsspanne  
> 200



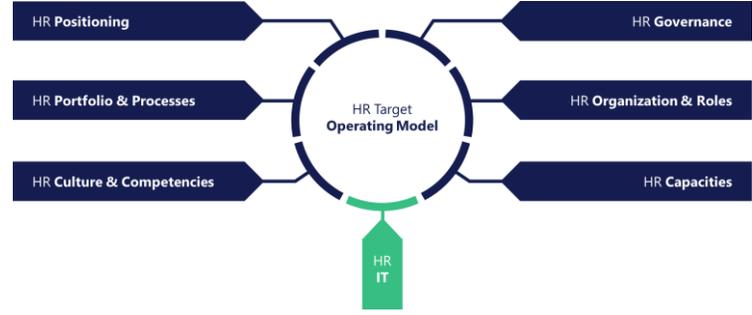
► Betreuungsspanne  
< 50



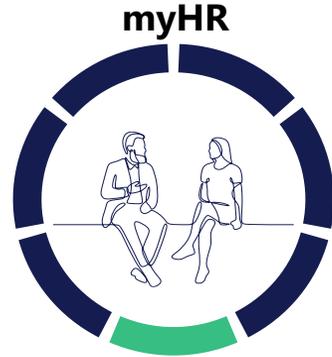
► Dynamisch  
anpassbar

# HR IT

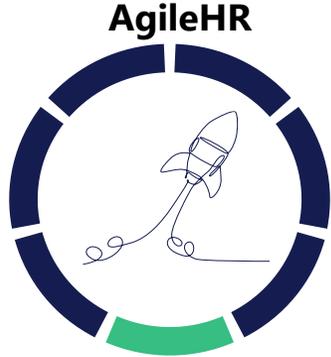
► Built to last



► Intuitive



► Built to change

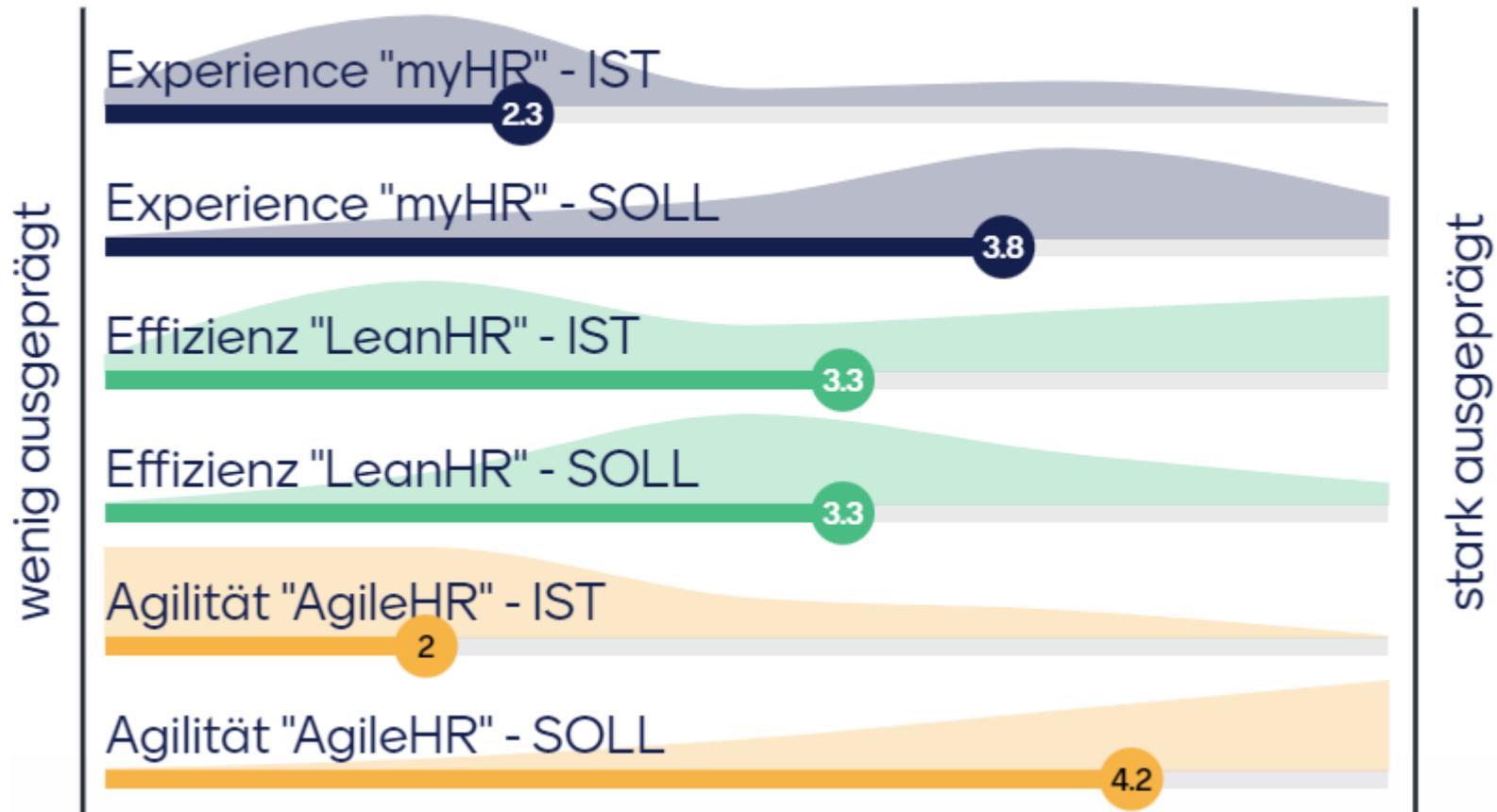


# Wo stehen Sie heute, wo wollen Sie hin?

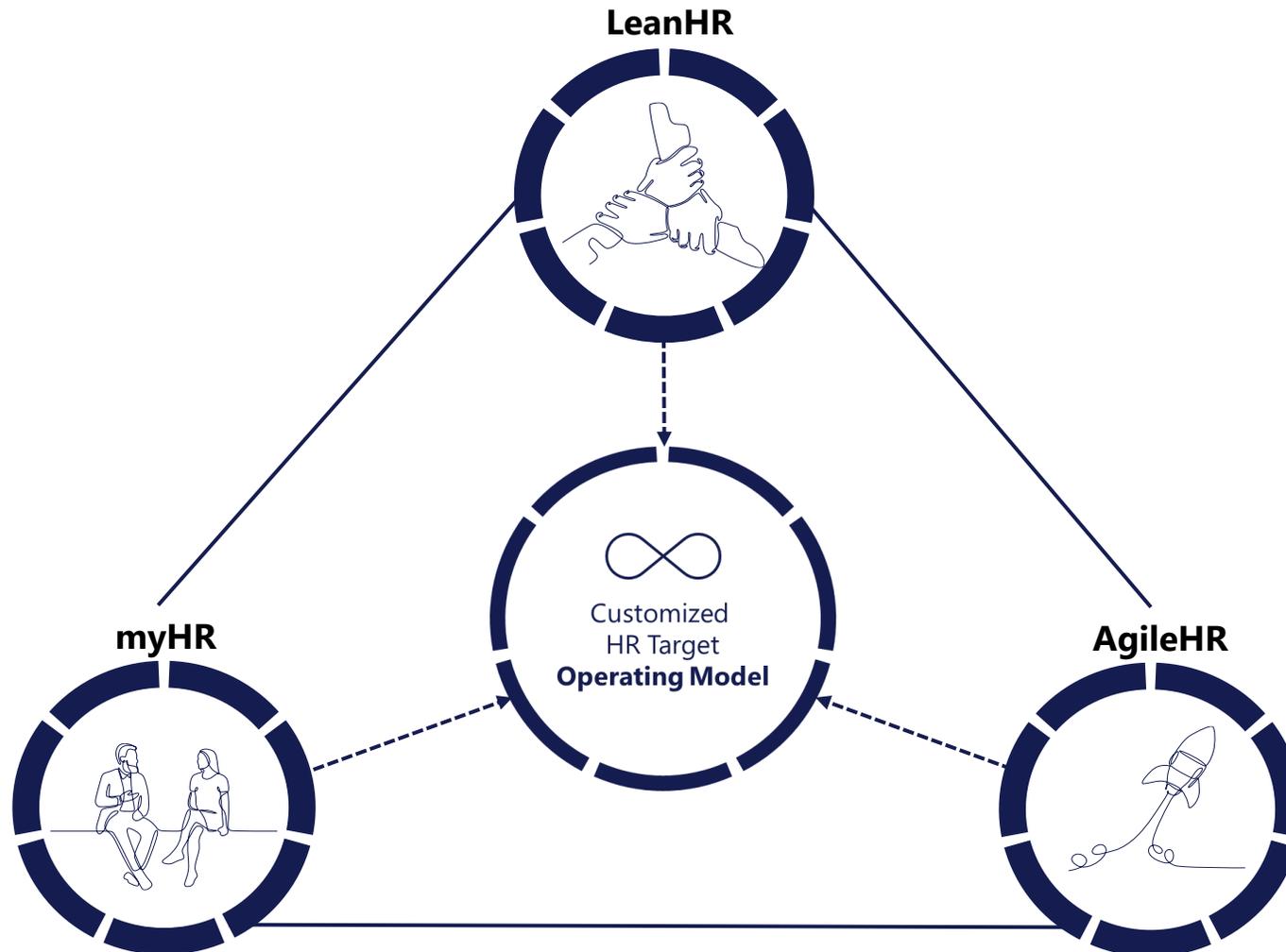
Scannen Sie den QR Code oder besuchen Sie [www.menti.com](https://www.menti.com) und benutzen Sie den Code **5867 5788**.



# Das Ergebnis



# Ableitung eines Zielbilds für Ihr Unternehmen



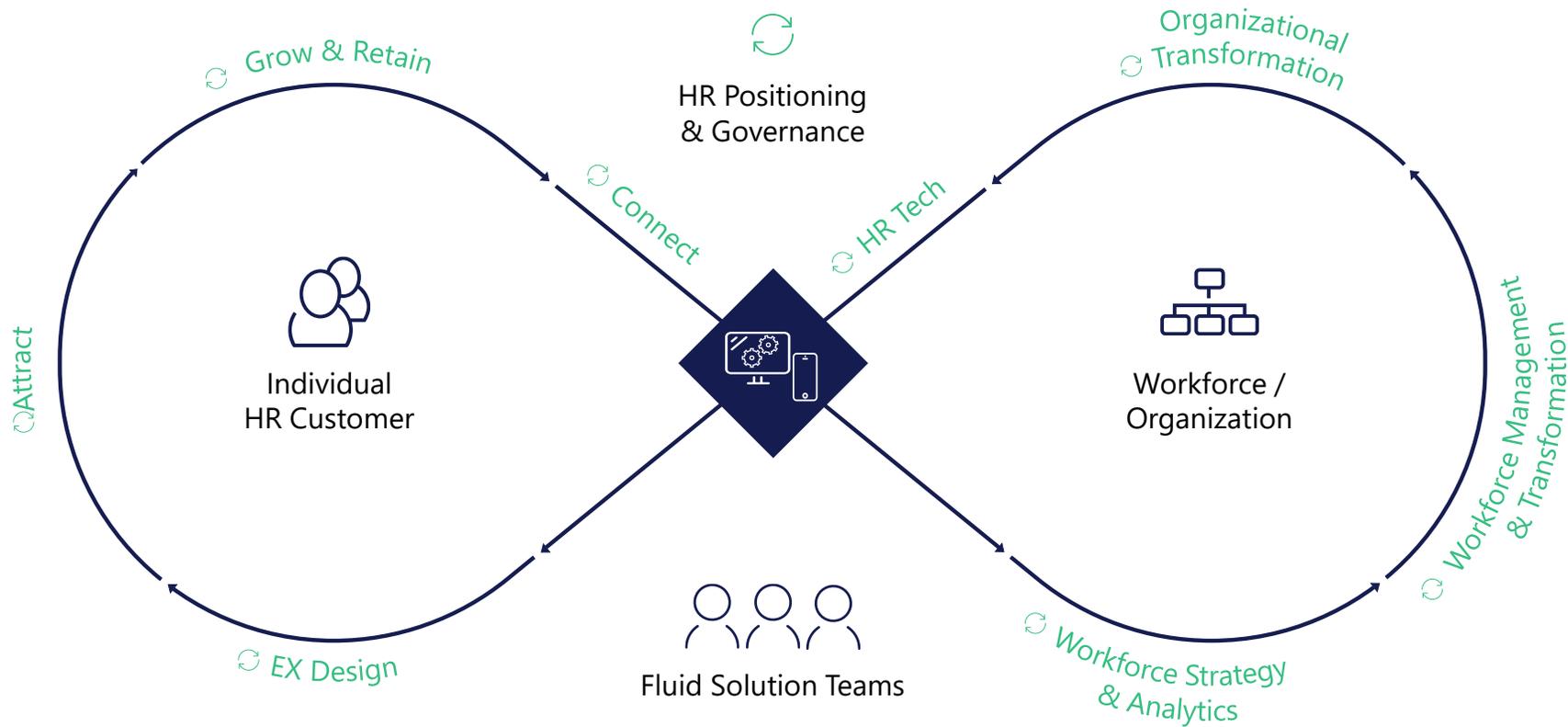
# HR Target Operating Model in der digitalen Ära

Work Environment  
Culture, Leadership

Sustainability

Labor Law, Compliance

Corporate Law



Employee

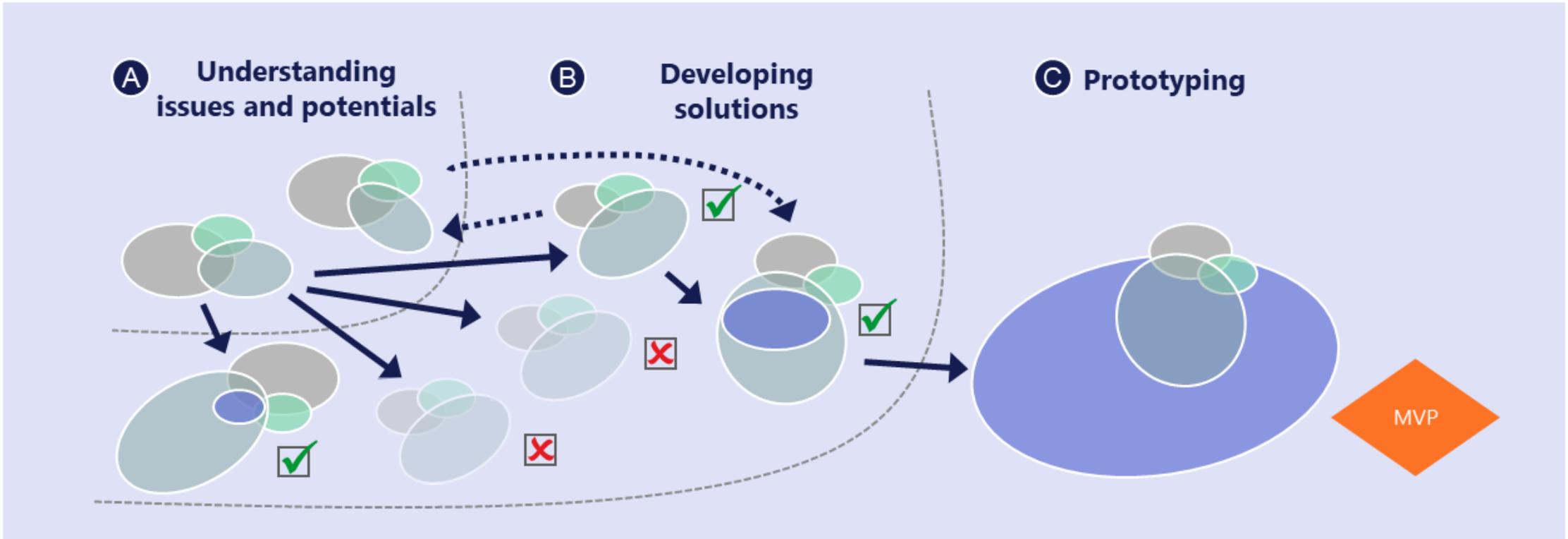
Manager

Teams/Communities

Company

3rd Parties

# Die Ziele der Transformation bei der Reise beherzigen!



- Research
- Ideation
- Prototyping
- Implementation

**Welcher digitale  
HR-Typ ist Ihr  
Unternehmen?**





# Sprechen Sie mich an!

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