

The big HR tech disconnect: evolving the HR function to close the innovation gap

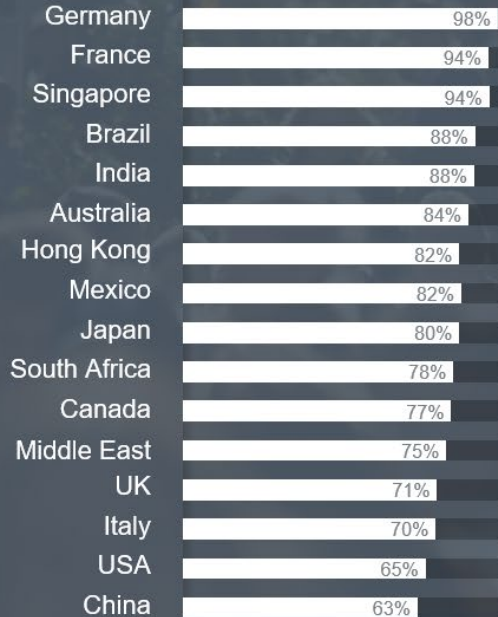
Lawrence Sutton, Thomsons Online Benefits

Adapting to the digital age

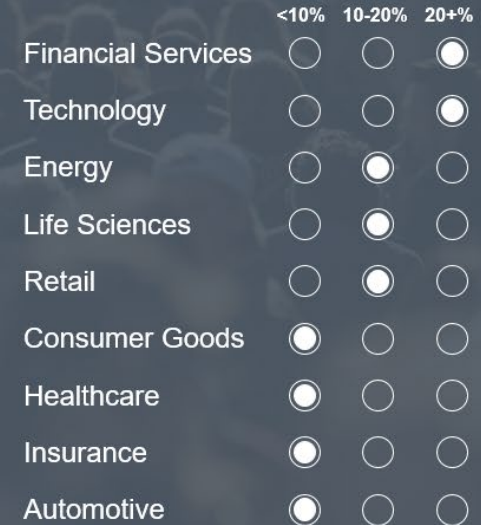


The C-suite view

% C-suite anticipating significant disruption over the next 3 years

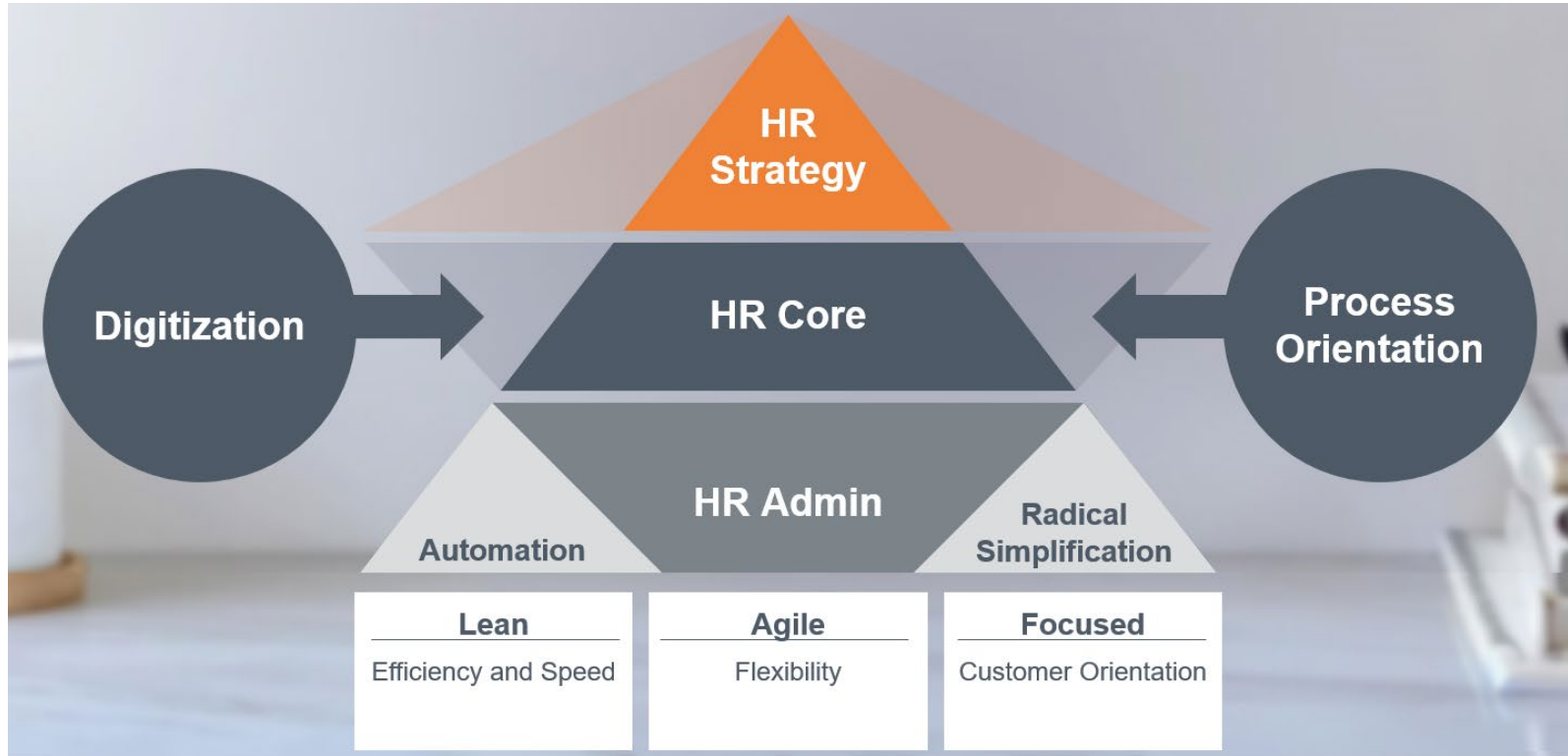


% C-Suite reporting their company offers a fully digital employee experience



Mercer's Global Talent Trends Study 2019

HR and transformation



Mercer's Global Talent Trends Study 2019

We are in
the midst of
an HR tech
disconnect

Adoption of technology



class themselves as
'innovators'.



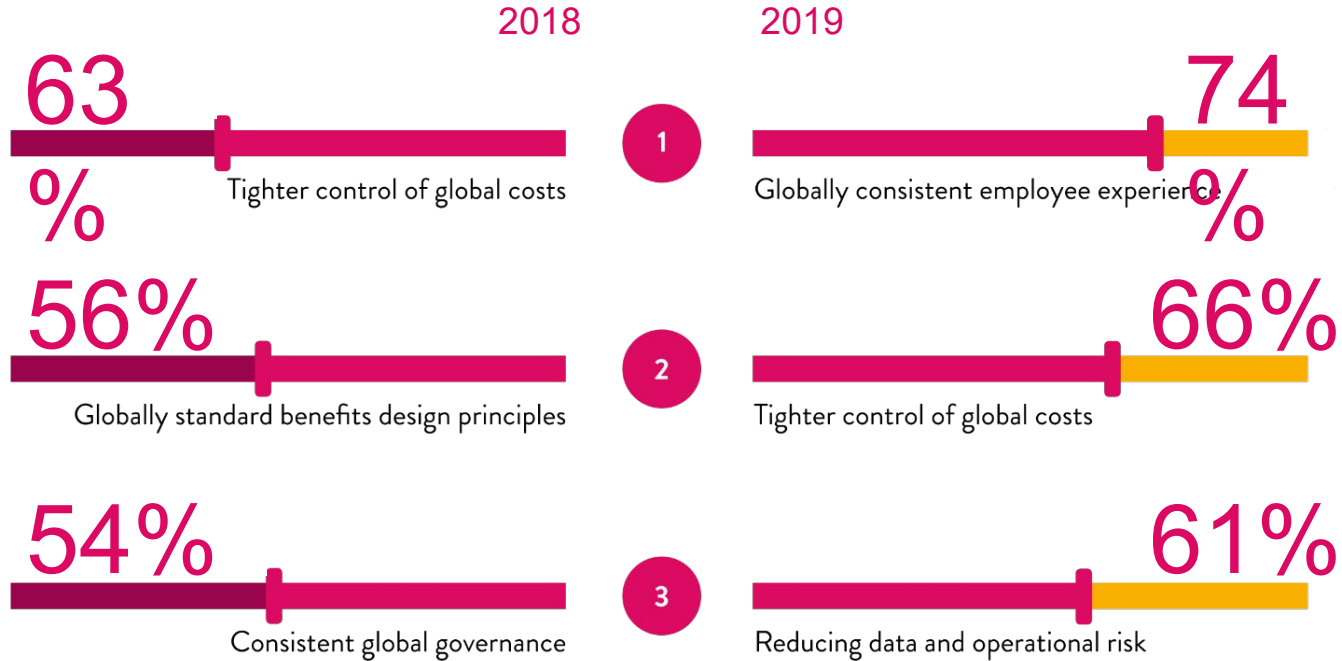
class themselves as
'early adopters'.



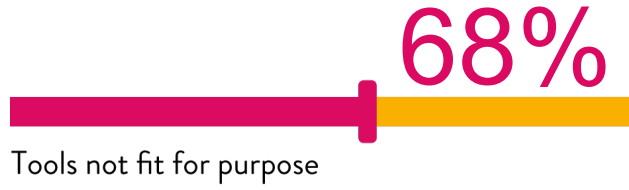
view themselves as
conservative tech
adopters.

Thomsons' 'Innovation generation: the big HR tech disconnect' 2019/20 report

What HR want to achieve



What HR are able to achieve

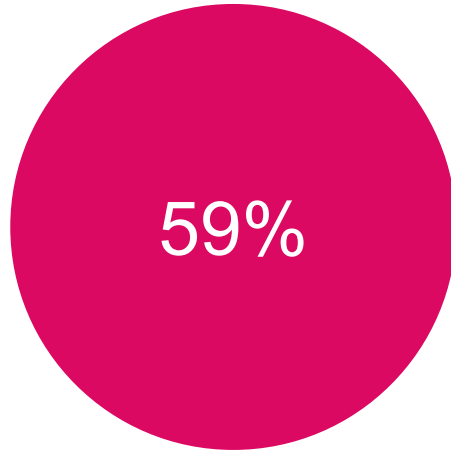


Mercer's Benchmarking HR Digital Study 2019

Closing the gap

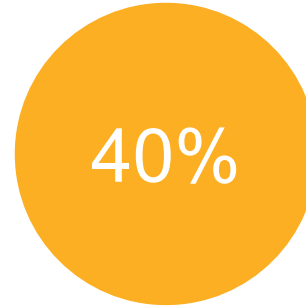
Overcoming challenges to evolve the HR function

It starts with strategy:



have anchored digital
transformation in their
business strategy

yet
only



have made this part
of their HR strategy

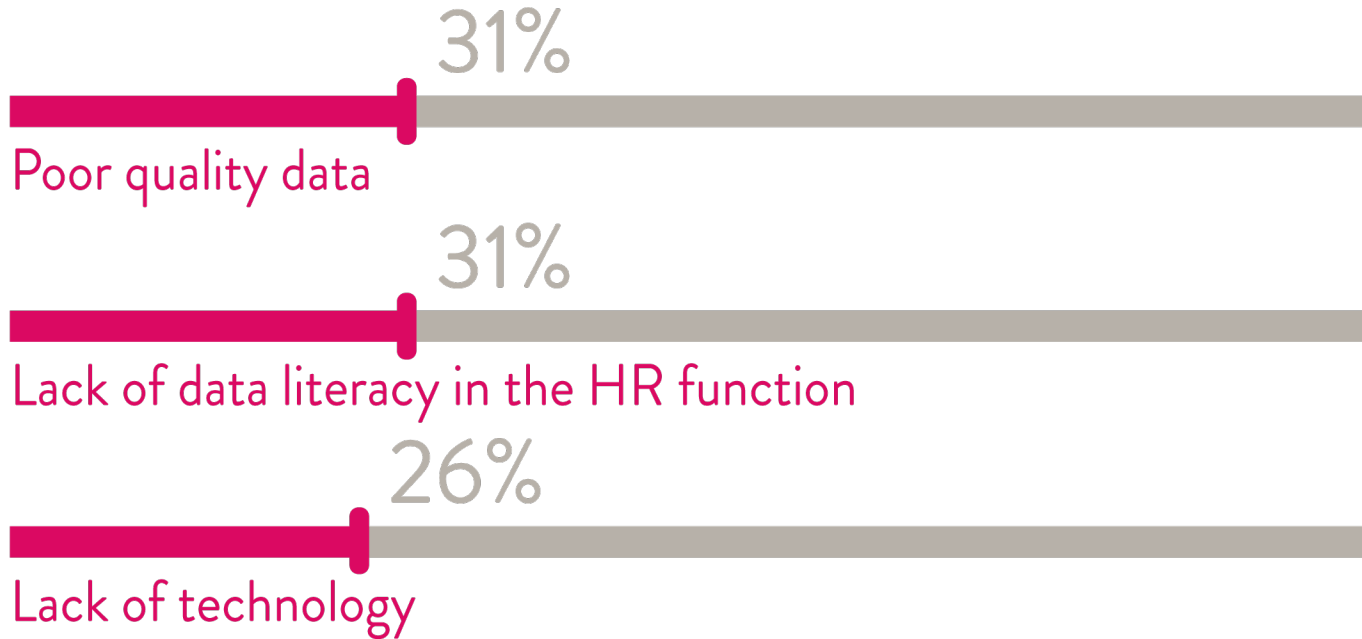
Mercer's Benchmarking HR Digital Study 2019

The data journey

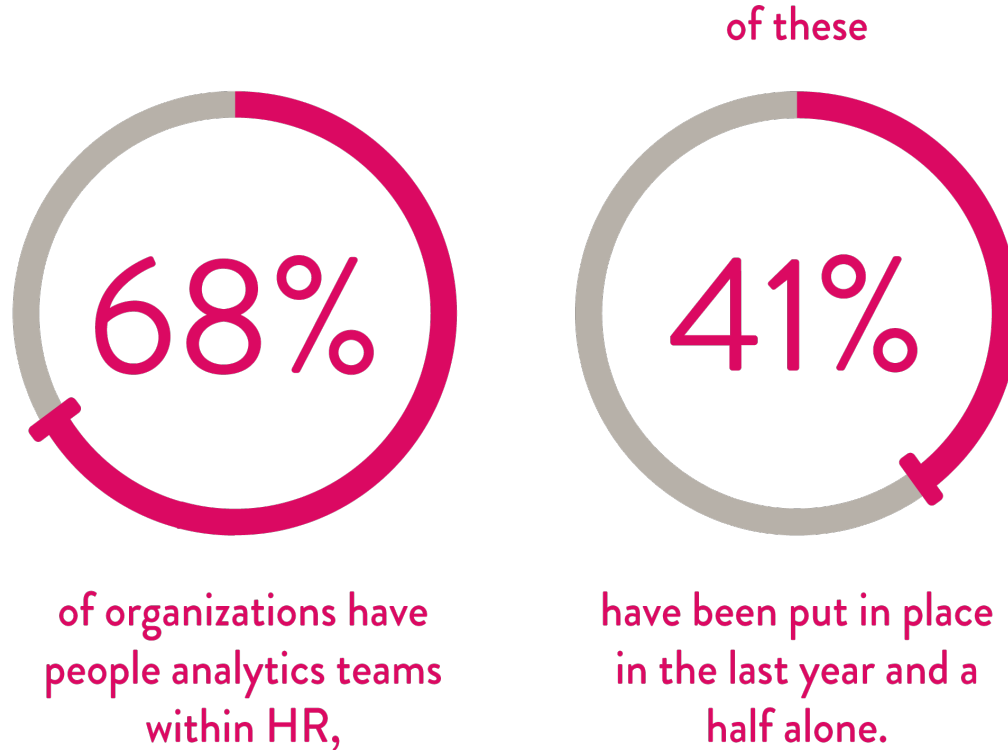
The big benefit data disconnect



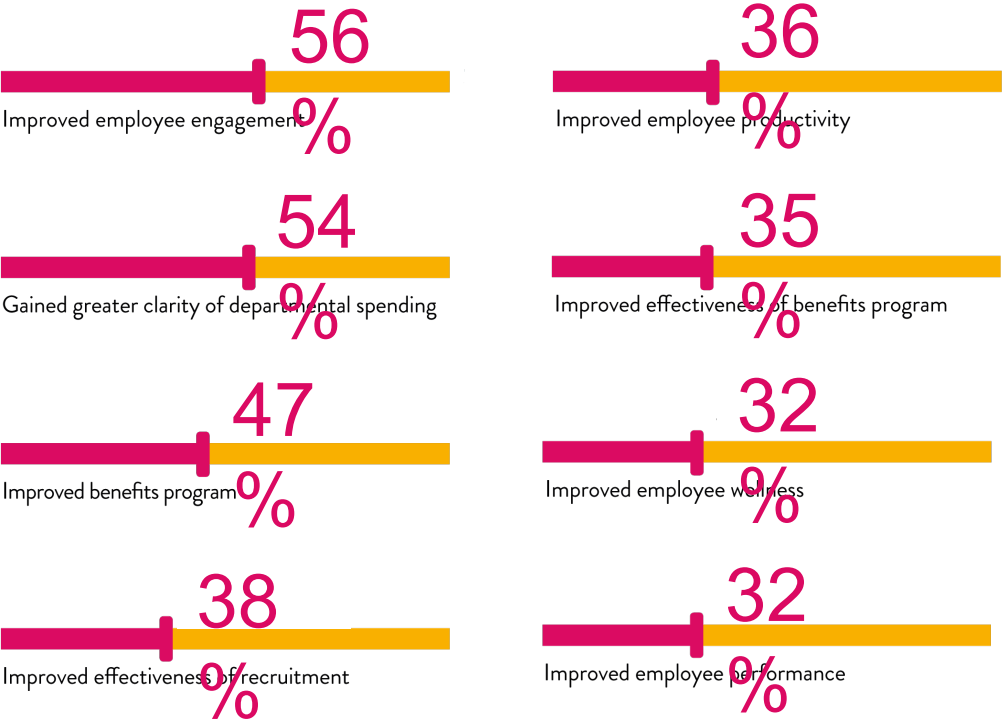
The biggest blockers



The rise of the people analytics teams



Results from data collection

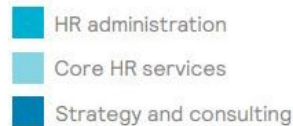
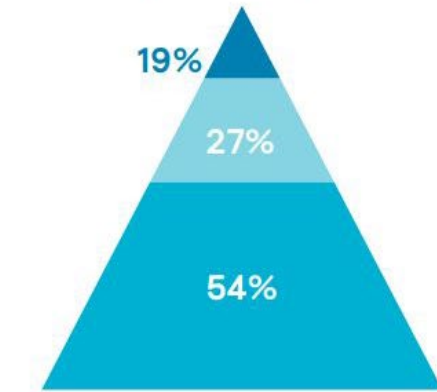


A photograph of three young women of diverse backgrounds blowing colorful confetti into the air. They are all smiling and looking towards the camera. The confetti is in various colors including red, green, blue, and yellow. The background is slightly blurred, showing an outdoor setting.

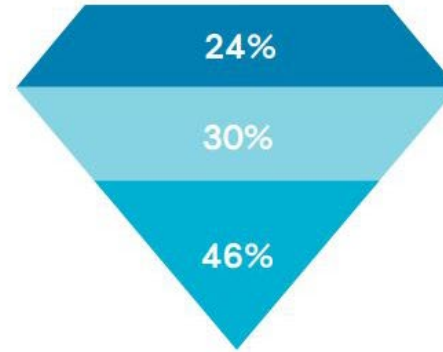
What the future looks like

The digital maturity shift

Low HR Digital Transformation Index
(lowest 10%)



High HR Digital Transformation Index
(highest 10%)



Mercer's Benchmarking HR Digital Study 2019

Creating global solutions with no local compromise

Any questions?

Thank you!

E: connect@thomsons.com

W: www.thomsons.com

@Thomsons Online

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