Talent Attract

Mitarbeiter für das eigene Unternehmen anziehen und sicherstellen, dass sie bleiben – wird Employee Experience dabei zum Game Changer?

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Public

THE BEST RUN SAP

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The Future of Work is changing how we work and live…

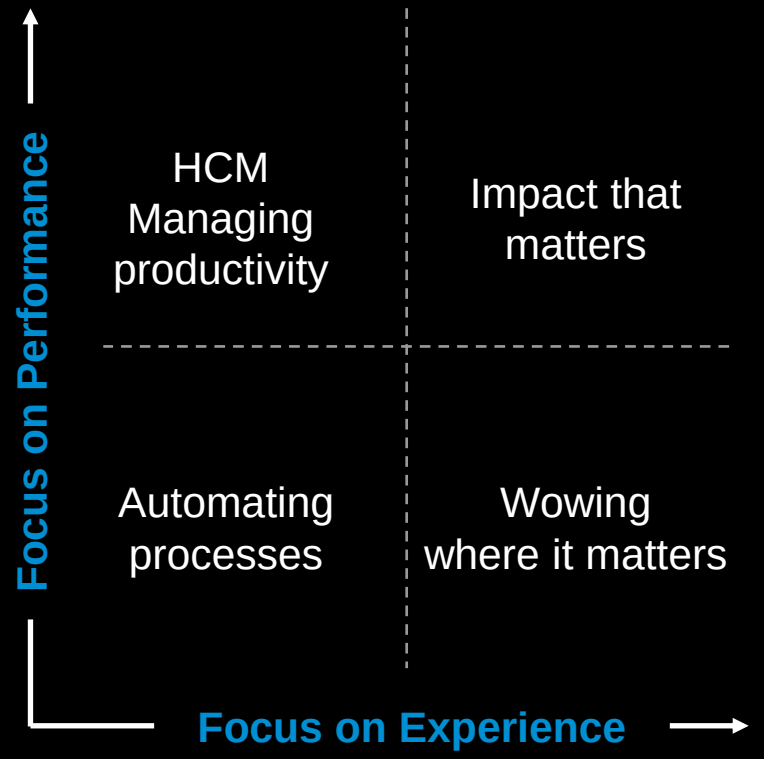
… and your people deserve a great employee experience

Employee Experience

Employee Experience – Definition

Experience
/ˌikˈspirēəns/ noun – Interaction that one personally undergoes and has emotional effect.

The Employee Experience results from the **interactions that one personally undergoes** with the company and is **emotionally affected** by.



FUTURE OF WORK

FUTURE WORK

AUTHORITY & EMPOWERMENT

BELONGING

FUTURE WORKFORCE

PERSONALI-ZATION

COLLABORATION

FUTURE WORKPLACE

UPSKILLING / RESKILLING

ROLE-FIT

The evolution towards the Future of Work powered by Experiences

Ad-Hoc Service or No Service

Basic experience

1:1
Inconsistent

Managed Service Delivery

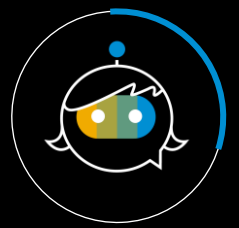
Advanced experience

1:many
Standardized to allow for scale
Efficient

Self-Service Delivery

Digital experience

Simple
Intuitive



Automated Service Delivery

Evolutionary experience

Seamless service experience
Employee-centric
Human-touch with scale

Employee Experience Platform (EXP)

Wow experience with Impact

Engaging
Positive emotional impact
Cross-functional
Happy customer

Employee- and business-centric service delivery

The Future of Work requires a consequent upgrade of the technology capabilities

Ad-Hoc Service or No Service

Local HCM OnPremise systems

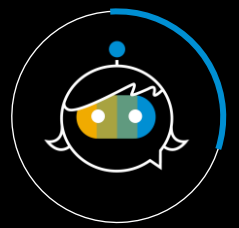
Managed Service Delivery

Global HCM OnPremise system

Self-Service Delivery

Cloud Talent | App | App | App

Global HCM OnPremise system



Automated Service Delivery

Cloud Talent | App | App | App

Core HR (EC + HCM OnPremise)

Employee Experience Platform (EXP)

Employee Experience Platform (EXP)

Cloud Talent | App | App | App

Core HR I S/4 HANA I SAP Other I 3rd Party

Employee- and business-centric service delivery

In times like these, people don’t look for perfection, but personal touch and how everything integrates into the New Normal

Rethink the Moments along the Employee Journey to improve the employee experience where it matters most

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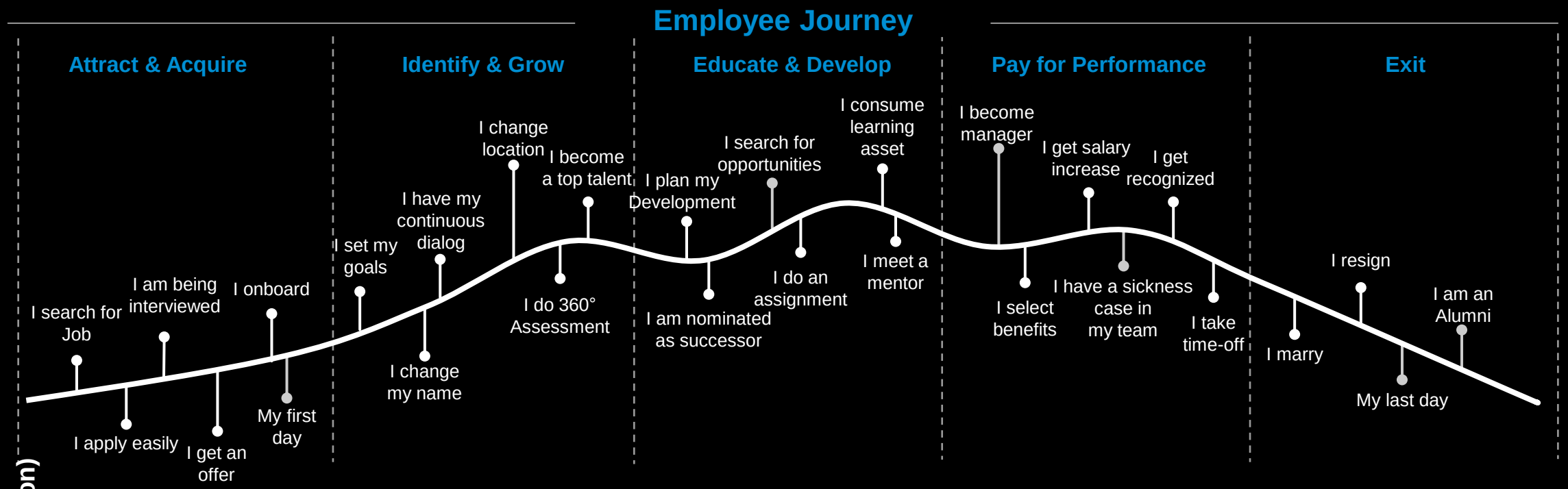
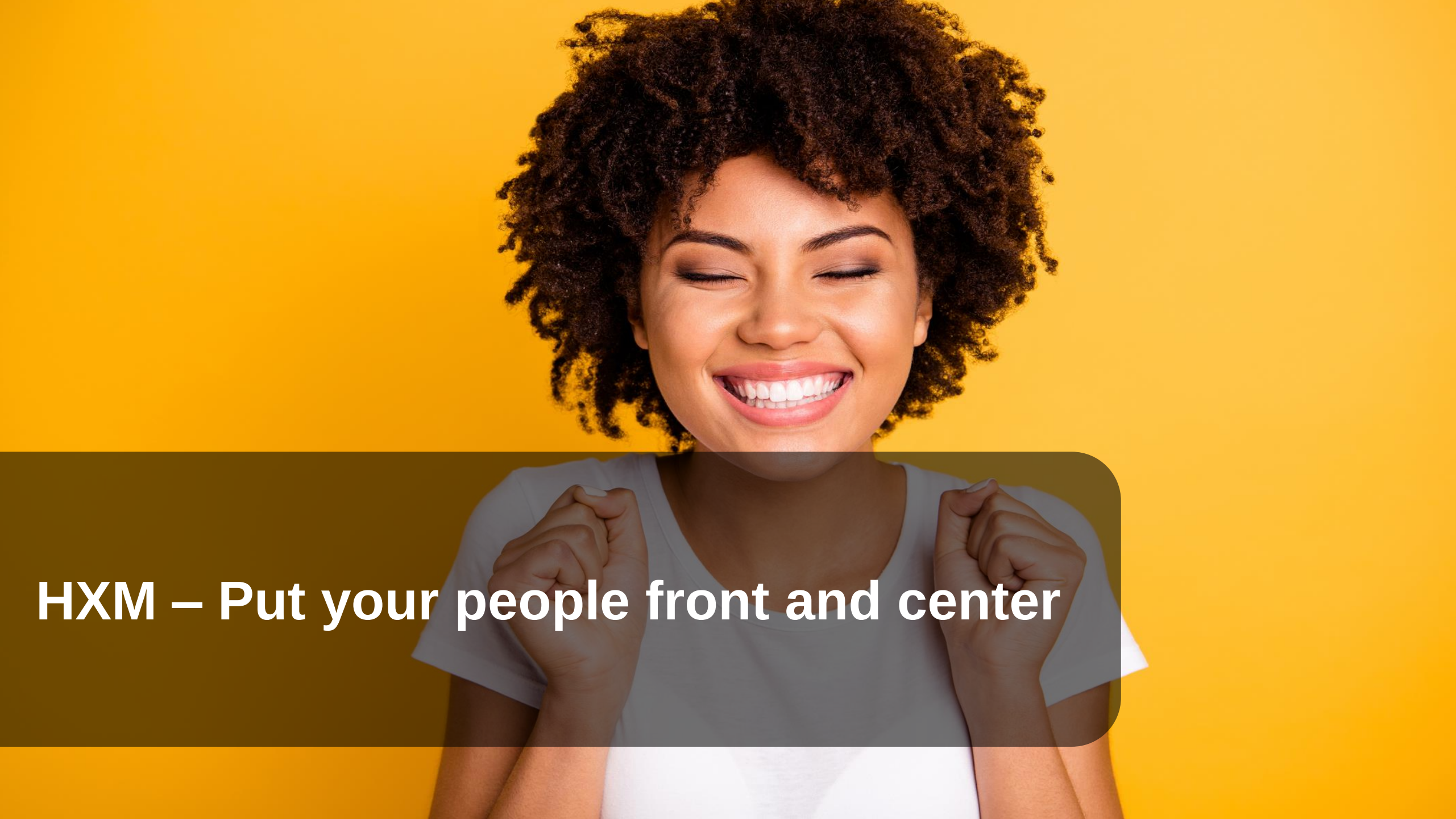
Get an understanding of the EX drivers along the employee lifecycle



Experience Driver Examples (Selection)

Transparency	Customer Focus I Respect I Ethics I Communication I Collaboration I Innovation I Managing Change I Safety I CSR			
Communication	Authority & Empowerment I Trust in Leadership I Trust in Manager I Psychological Safety I Survey Follow-up			
Openness	Strategic alignment	Growth & Development	Pay & Benefits	
	Performance & Accountability	Training	Recognition	
Role-fit				



HXM – Put your people front and center

Thank you

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