



2019

THE ICC, BIRMINGHAM
1-3 DECEMBER

The Big Bang Theory!

2nd December, 2019

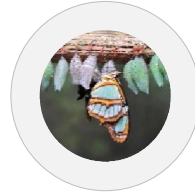
ENGAGING MINDS | EMPOWERING SUCCESS

#UKISUGCONNECT

Prologue...



Digital Disruption



Cultural Transformation



On the dotted line...



Implementation



Optimisation Phase



Insights

Lead, Change and Explain



Leadership



Investment in Technology



Strategy and Culture



Regulatory



HR Transformation



HR Technology

01



HR Led Project

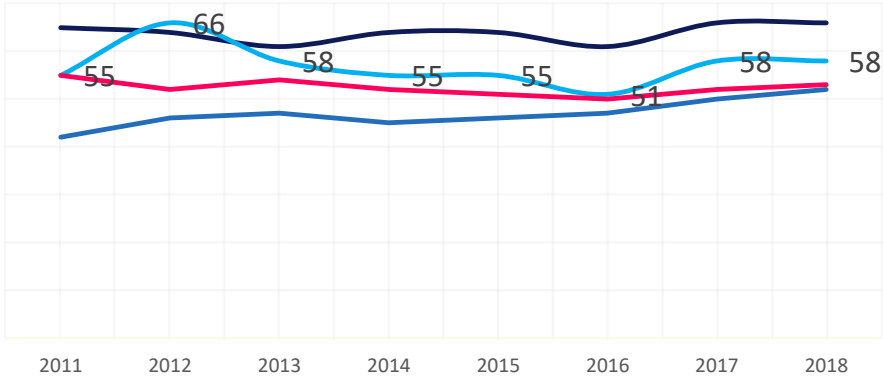


Connected Strategic Focus



Future Proofing

2.5% Success Rate



Met original goals



We were on time

On budget



We were on budget

We were connected to the strategy

On time



We had no scope creep

Scope creep



We want more...

Cohen, H. (2019). *Project Management Statistics: 45 Stats You Can't Ignore*. [online] Workamajig.com. Available at: <https://www.workamajig.com/blog/project-management-statistics> [Accessed 30 Oct. 2019].



Partnership with Technology



New SAP Partner



Change Management
Approach



Support Model

02

Optimisation

Our four pillars to maximise value
from our HR technology

03



KM 01

Knowledge Management and enhanced support model.



UX 02

Adoption, engagement and user experience.



MI 03

MI and analytics.

Myths Vs Reality

“The technology will make you more efficient, you will be digital!”

“Its in the cloud. Don't need technical experts. HR will be self sufficient. You will be in charge of your own destiny.”

“Big bang is best!”

“You won't have to train people, everyone uses an iPhone/Amazon/online banking...no one gets trained on those things. This is a tech savvy culture.”

“The technology will modernise your ways of working and transform your HR function.”

Myths Vs Reality

“Without re-engineering your processes, the technology will just add an extra layer of **digital dork!**”

“Cloud doesn't mean the absence of a technical experts. HR will be self sufficient. You will be in charge of your own destiny.”

“The only constant in life is change” -Heraclitus

This isn't consumer grade technology, to take people through the scale of change and transformation, you need one to engage with them (e.g. Performance reviews, quiet, user X)

“The technology will modernise your ways of working and transform your HR function.”

Avoiding the Snake Pit (Top Tips)

The journey continues...

Design for
the majority

Give ideas and
inspiration

Generate the
appetite for
change

Use
SuccessFactors as
it is designed to
be used

Think about the
culture change as
you go

Simplify

Design for
the future

Make it
sustainable



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