



HR Transformation

Drive change or be changed

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The road to HR transformation success begins with a precise destination and a clear focus to embrace bold change in today's digital era.

Forward-looking leaders understand that the HR function needs to evolve and contribute new value to the business as today's technology megatrends redefine markets, business models, workforces and customer relationships.

According to KPMG's HR Transformation survey, the common characteristics for failure in HR initiatives are:

- Organizations not changing roles or their structure to be consistent with their transformation (85%);
- Not identifying measures for success (90%); and
- Having moderate to no change management capabilities (75%).

KPMG's team of professionals are well-positioned to guide organizations through their HR transformation journey in a sustainable manner that delivers real results. We do this through a six-step approach:



Think It

Define the HR strategy in the context of both overall business strategy and HR function leading practices. Then, develop a vision for the future-state operating model.

Decide It

Define the target operating mode for the HR function, build a design and implementation roadmap to achieve the desired future-state, and develop a business case to substantiate the desired future state.

Design It

Develop and reach client consensus on the Decide It phase design, and future-state implementation plan.

Build It

Build and test the solution and develop training on the solution.

Implement It

Deploy the solution and its relevant components into production and then go live. Deliver training to end users.

Improve It

Achieve steady-state operations with the solution and assist the client with an ongoing maintenance and monitoring plan.

Benefits of HR transformation

1

Integration of HR programs, policies and processes to drive the right behaviors to meet business goals and create a high performance work environment.

2

Aligning HR infrastructure and priorities to the corresponding business needs.



3

Enhance skills development and transition management to new ways of working in partnership with the business.

KPMG is the Clear Choice

- ✓ Access to KPMG's regional and global network of support
- ✓ Experienced team with deep industry knowledge
- ✓ Customized approach and strategy based on organization's goal, strategy and culture

Contact us

Visit www.kpmg.com.my/PnC to find out how KPMG can create and sustain value for your business. Alternatively, you may contact the following professionals:

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