

# HR Transformation

**Drive change or be changed**

[www.kpmg.com.my/PnC](http://www.kpmg.com.my/PnC)

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	Decide It	Design It	Build It	Implement It	Improve 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.	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.	Develop and reach client consensus on the Decide It phase design, and future-state implementation plan.	Build and test the solution and develop training on the solution.	Deploy the solution and its relevant components into production and then go live. Deliver training to end users.	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](http://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:

**Chan Siew Mei**  
*Executive Director, Advisory*  
T: +603 7721 7063  
E: [siewmeichan@kpmg.com.my](mailto:siewmeichan@kpmg.com.my)

**Mageswaran Appavoo**  
*Associate Director, People & Change in Advisory*  
T: +603 7721 7758  
E: [mappavoo@kpmg.com.my](mailto:mappavoo@kpmg.com.my)

**Sharmini Ann Jacob**  
*Director, People & Change in Advisory*  
T: +603 7721 7725  
E: [sharminijacob@kpmg.com.my](mailto:sharminijacob@kpmg.com.my)

The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

© 2019 KPMG Management & Risk Consulting Sdn. Bhd., a company incorporated under Malaysian law and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity. All rights reserved.

The KPMG name and logo are registered trademarks or trademarks of KPMG International.