

# Shape your workforce

## KPMG Powered Enterprise | HR enabled by ServiceNow

### Re-imagining HR for the modern workforce

There probably has never been a time when HR has been under greater pressure to support workforce change. But with 60%(a) of CHROs believing their function needs to modernise to stay relevant, such a transformation requires more than just implementing new technology.

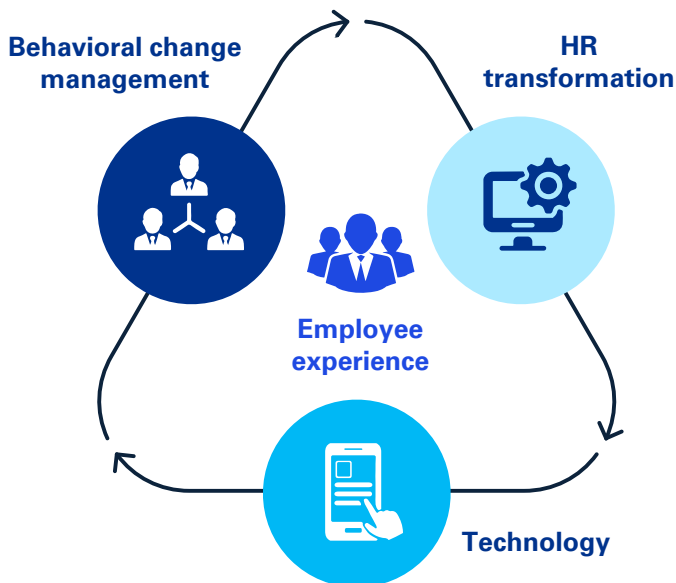


#### Choose to lead transformation

Faced with changes in workforce demographics and expectations, an often under-supplied talent pool, masses of unstructured workforce related data, and the emergence of digital labor, CHROs are faced with important questions:

- How can we help reshape the workforce?
- How can technology and process help deliver a purpose-led culture?
- How do we focus on 'moments that matter' to employees and shape their experience?
- How do we use data and insights to shape people management?
- How do we continually drive efficiencies in HR processes?

**KPMG believes that successful HR transformation is built on three capabilities with employee experience at the heart:**



Note: (a) KPMG Future of HR survey, KPMG International, 2019



#### Introducing Powered Enterprise | HR.

- Powered HR enabled by ServiceNow is an outcome-driven solution designed to support your organisation and change the way people work.
- Our know-how will help you to improve the employee experience through a modern engagement layer and self service, to better manage talent through market leading HCM and onboarding and drive efficiencies across every HR process.
- KPMG teams understand the human factors involved in business transformation. We can help inspire and empower your people to embrace change, as you align your workforce transformation with industry disruption.
- A pre-configured ServiceNow solution, embedded with years of leading practice and enhanced with automation, Powered HR helps you to quickly transform and derive value from your move to your chosen cloud platform.

It's not what you put into the cloud that matters, but what you get out of it

Powered Enterprise | HR provides:

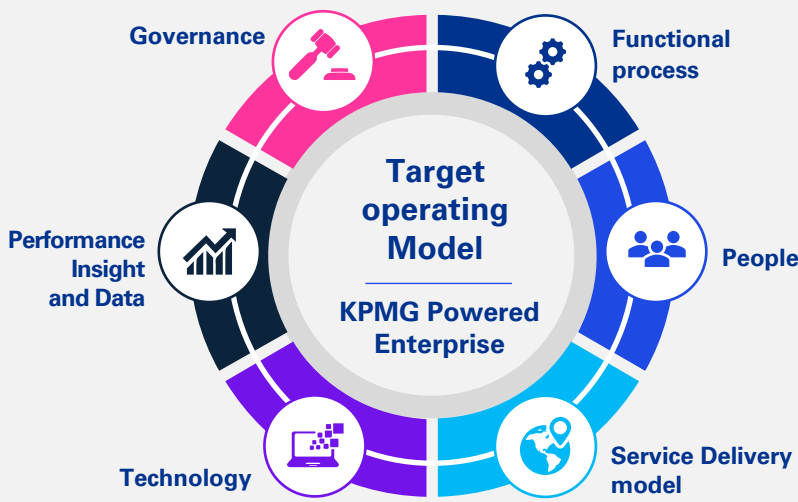
- A jump start to your digital transformation of HR
- Immediate access to leading practices, processes and HR service delivery models
- Technology-enabled efficiencies and insight
- A guided process with an array of HR assets and accelerators
- A transformation of the employee experience that supports a positive customer experience
- Reduced implementation risks and increased speed to value

## What's in the box?

Powered HR provides a combination of leading practices and processes, tested technology solutions and a next-generation delivery framework.

- **KPMG Target Operating Model** shapes how transformation plays through every layer of your organisation
- **KPMG Powered Execution Suite** is an integrated platform of next generation tools to help deliver functional transformation
- **KPMG Powered Evolution** provides access to specialised resources to drive continuing evolution

## The KPMG Target Operating Model



## Powered HR – Functional Scope

- Talent Acquisition
- Worker Onboarding
- Learning
- Talent Enablement
- Total Rewards
- Workforce Administration
- Payroll
- Time Management
- Workforce Insights
- Workforce Shaping
- Workforce Experience

## What comes next is powered by KPMG

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## Imagine your HR function with...

- A continuous focus on efficiencies
- A winning employee experience, globally
- Insight to help anticipate and address workforce challenges
- Change and purpose embedded in HR culture
- A move from process centric to employee centric

## With KPMG Powered Enterprise | HR enabled by ServiceNow, you can:

- **Transform** the way you run your business
- Build **agile functions** that evolve as you grow
- Help your people to **adopt and embrace change**
- **Exploit new technologies** for value and performance
- **Drive future success** with the latest leading practice

# servicenow

The ServiceNow platform can transform an HR shared service operation.

Structuring a cohesive approach to all ServiceNow components allows for HR professionals to focus on delivering value to the organisation by using a systematic method to approach issue and inquiry resolution.



**Powered HR enables us to see the future, relate it to what we have today and move forward with leading practice."**

– A multinational hospital



To find out more about Powered Enterprise | HR and the impact it can have on your business visit:

[www.kpmg.com/poweredhr](https://www.kpmg.com/poweredhr)

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