GPStrategies®

Your workforce **transformation** partner ™

Utilize Technology to Reduce Skill Gaps and Create Business Opportunities
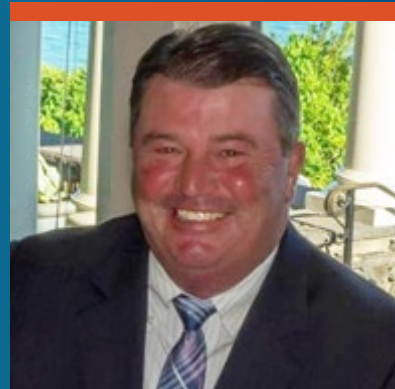
John Plusquellec and
Mike Downey

May 19, 2022

Together, we make transformation happen

Part of Learning Technologies Group plc **ltg**

Introduction to Your Dedicated Team

Working with you side by side, everyday

Mike Downey

Business Development Manager

John Plusquellec

Vice President,
Human Capital Technologies

Your trusted workforce transformation partner

- **Introductions**

- **Setting the stage**

   Why is your technology landscape so important?

- **Connected technologies**

   Historical technology state -> current state

- **Now what?**

   How should organizations optimize the HRIS landscape to align to business strategy?

Agenda

Transform with us

Setting the Stage

There has been an **employment shift** for organizations across the world.

But how do we **separate the successful organizations** from the rest?

Setting the Stage

Organizations are struggling with:

Retention – remote work vs. coming back to the office; organizations struggling with the balance and how to entice employees back to the office or manage the reality.

Technology has progressed to enable the hybrid workforce.

Need to understand how technology and process can support the transformation of the workforce.

What's Missing

Successful management needs:
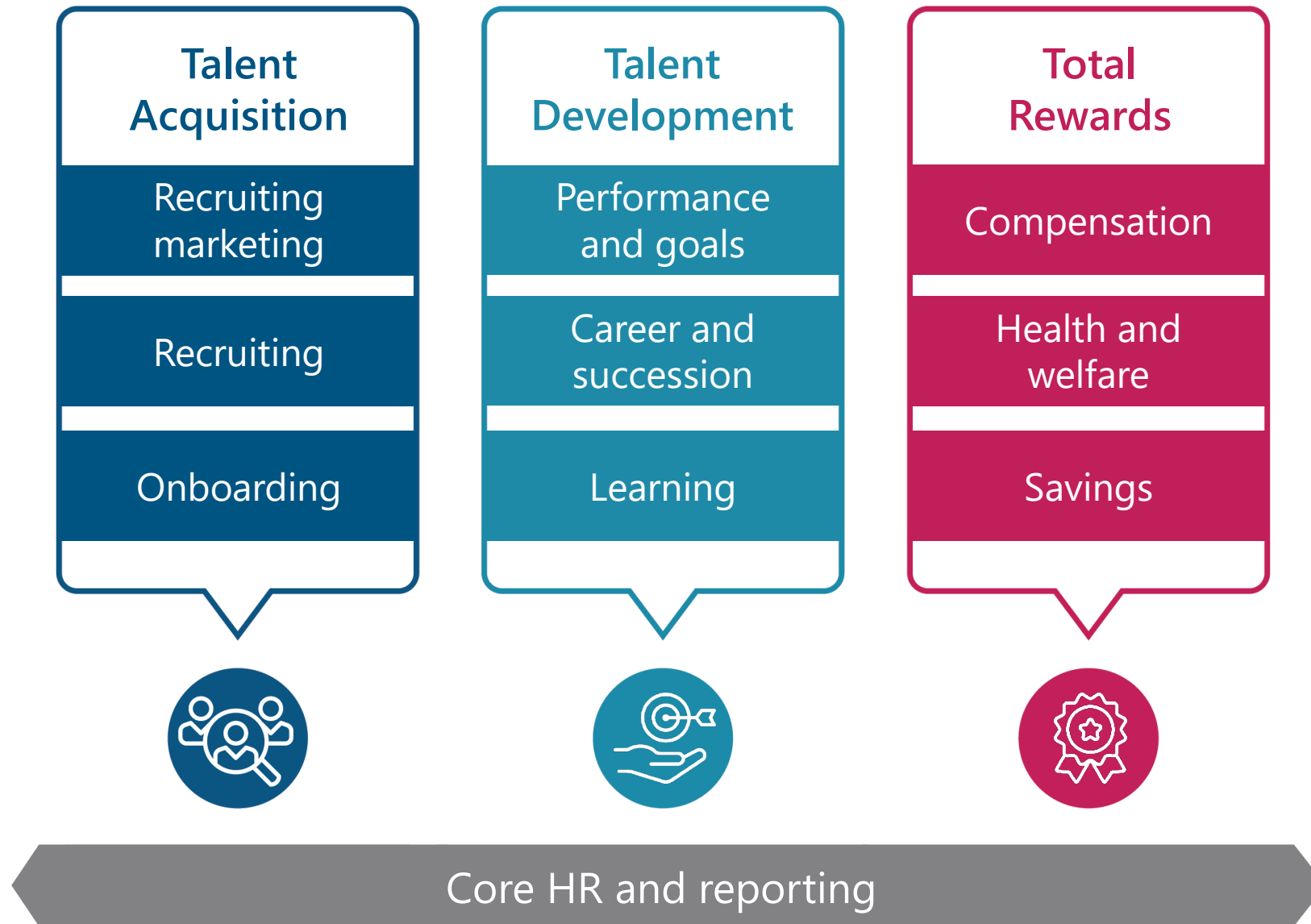
The ability to evaluate skills against business needs.

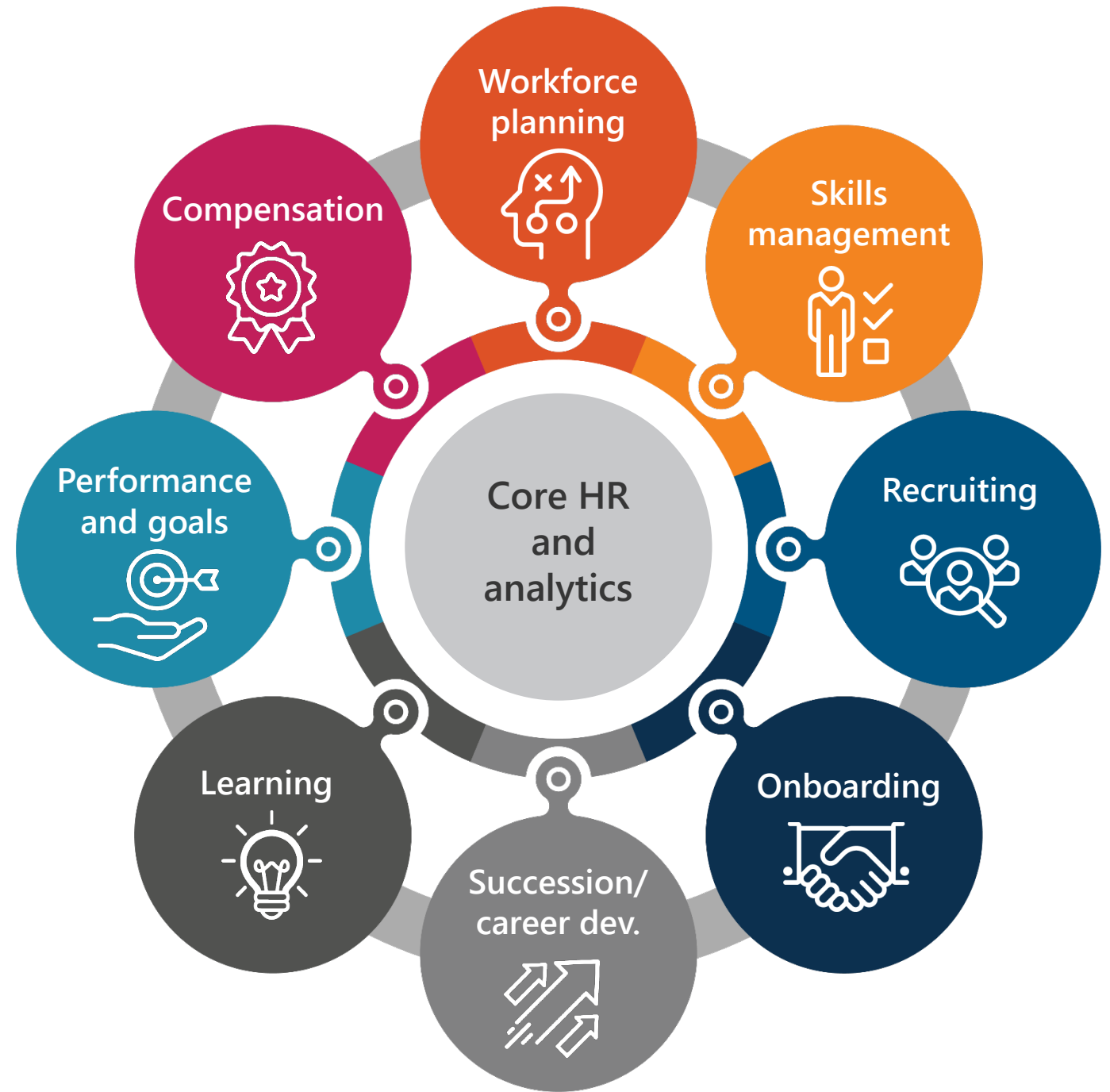The ability to align employees to business strategies and assess employee development needs.

Actionable real time information.

Connected Technologies

Core HR and analytics enable the entire process.

Core HR and analytics

Workforce planning

Skills management

Recruiting

Onboarding

Succession/ career dev.

Learning

Performance and goals

Compensation

Now What?

Key Questions

Do you have optimized business processes?

Understanding the needs and the roles of people in HR, lines of business, and the workforce in achieving the desired business outcomes for each of the HR business processes. How well does an executed HR business process at one stage lead to the success at the next stage.

Does your technology align with your business process needs?

Identify the systems that support each business process and how well each enables the business process.

How do you meet the desired outcome of the optimized business process with the supporting technologies?

The answer to this will be different for each company based on the priority of your needs. However, success is determined by whether management is satisfied with the tools to assess organizational capability and employees feel they have opportunities to develop and that they have the proper tools for "up-skilling."

How should organizations continuously measure results and adapt for success?

1

Use technology to gather accurate data and inform leadership decisions in the "disintermediated" hybrid / remote work environment.

2

Transparency across the board.

- Identify gaps.
- Develop actionable plans for resource needs and development.

3

Assess business demands versus available skills.

- Timely data.
- Demand-based learning.
- Opportunity creation for both the individuals and organization allowing for self-identification of growth opportunities by your people.
- Connecting the dots and measuring what is important. Connect **People Analytics** to your HR strategy and link to your business priorities.

Core HR and analytics enable the entire process.
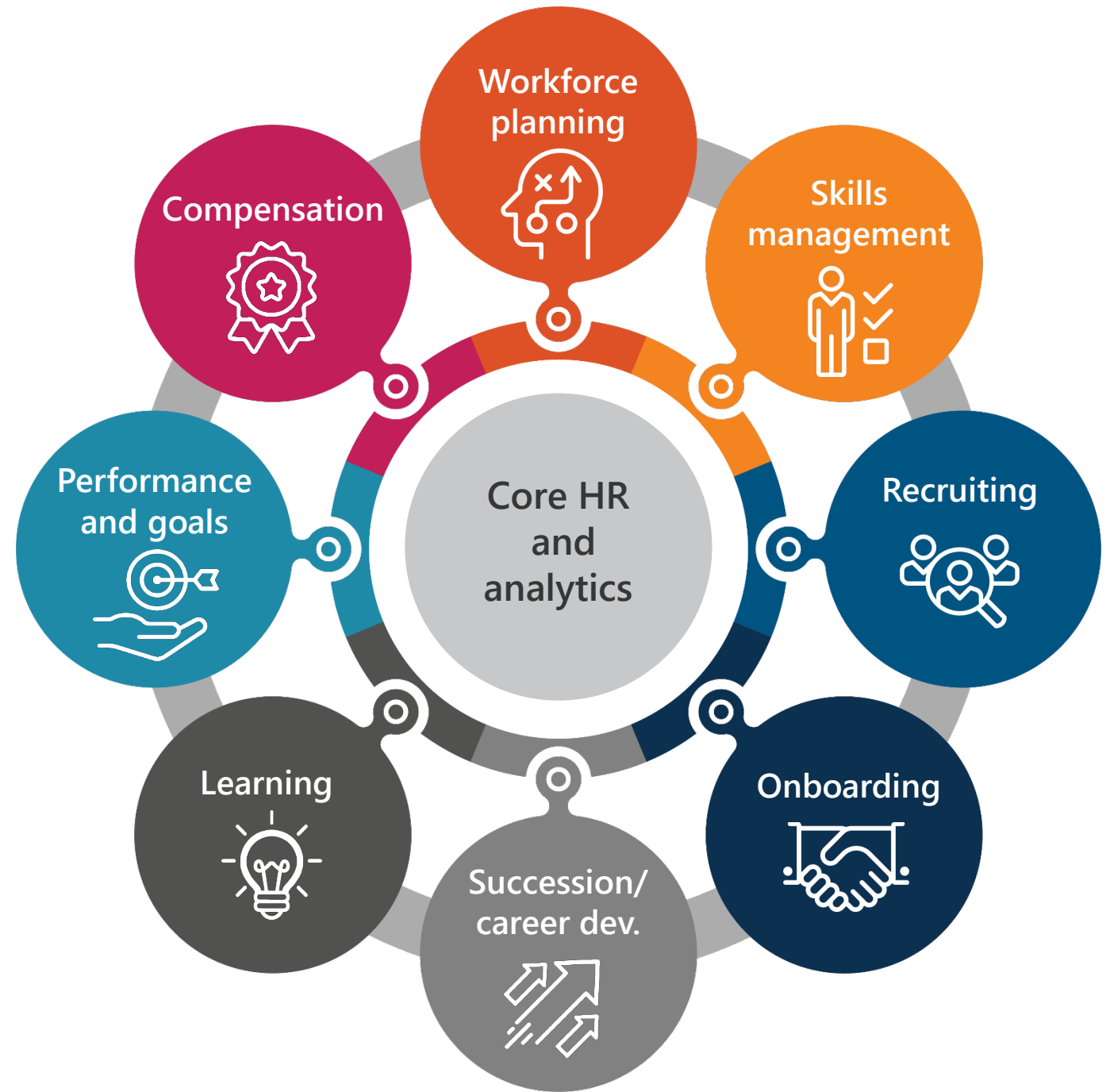
Let's work together

Thank you!

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Choose the right partner for your journey.

Transform with us

Contact us

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