



Impact Session

Strategische HR-IT Roadmaps im Mittelstand

mit

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Strategische Personalentwicklung

Effizienzsteigerung

Keine Datenbasis

Wachstum

Ressourcenmangel

KI-Strategie

Arbeitskräftemangel

Employer Branding

HR Operating Model

DEI

Datenschutz

Kostensenkung

Shared Service Center

Produktivität

ESG

Re-Skilling

Schatten IT

Employee Experience

Veränderung der Geschäftsprozesse

People Analytics

Standardisierung

Transparenz

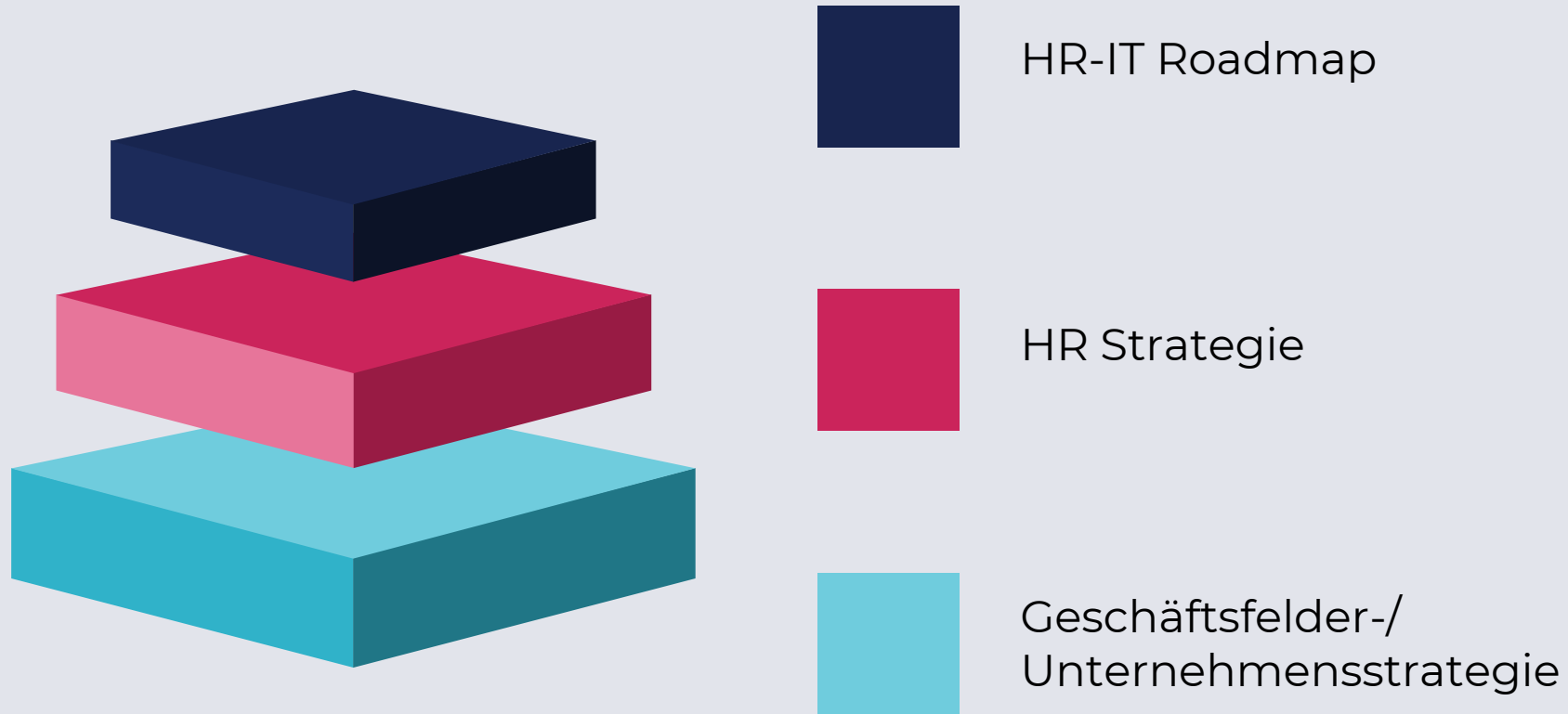
Digitale Prozesse

Zeitmangel

Umbruch in der Geschäftsleitung

Fehlende Nachfolger

Von der Geschäftsstrategie zur HR-IT Roadmap



Von der Geschäftsstrategie zur HR-IT Roadmap



Wie muss die zugrundeliegende HR-IT dafür aussehen?

Welche Maßnahmen unternimmt HR um diese Ziele zu erreichen?

Welche Ergebnisse will das Unternehmen / der Geschäftsbereich erreichen?

Von der Geschäftsstrategie zur HR-IT Roadmap



HRIS Transformation

Praxisbeispiel

Our HR Digitalization Strategy

People Strategy

Why – Our Meaning (Vision & Mission)

What – Our Impact

How – Our Actions

What - Strategic action areas

Sample Case

Global Approach &
Cultural Shift

Organizational Agility

Governance and
Compliance

Talent Acquisition

Talent & Succession
Management

Life-Long Learning

Digital Transformation
and Best-Practice HR
Processes

Transparency &
Effectiveness

Workforce
Management

What – Our Strategic Global Priorities

Sample Case

Global HR Priorities for next 2 years

Priority #1: Enhance Talent Attraction and Retention

Priority #2: Improve Employee Experience

Priority #3: Optimize HR Operations and Efficiency

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Priority: Improve Employee Experience

- Objective: Providing a „one-stop-shop“ to all employees, offering (digital) HR services & knowledge
- Objective: Consequently offering self services where applicable
- Objective: Reducing the lead time for HR services and enhancing the user experience level

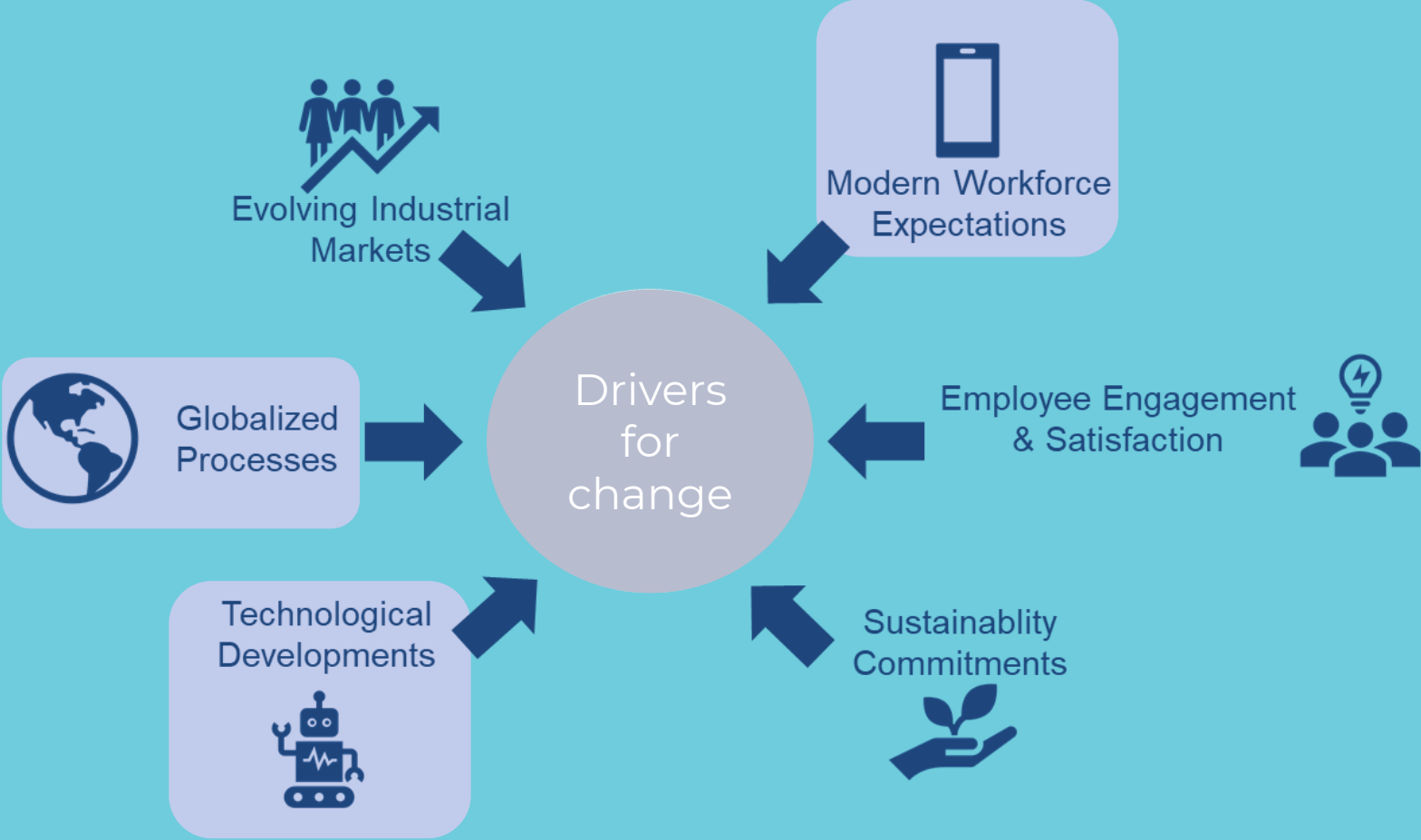
What – Implementation of the People Strategy

Sample Case

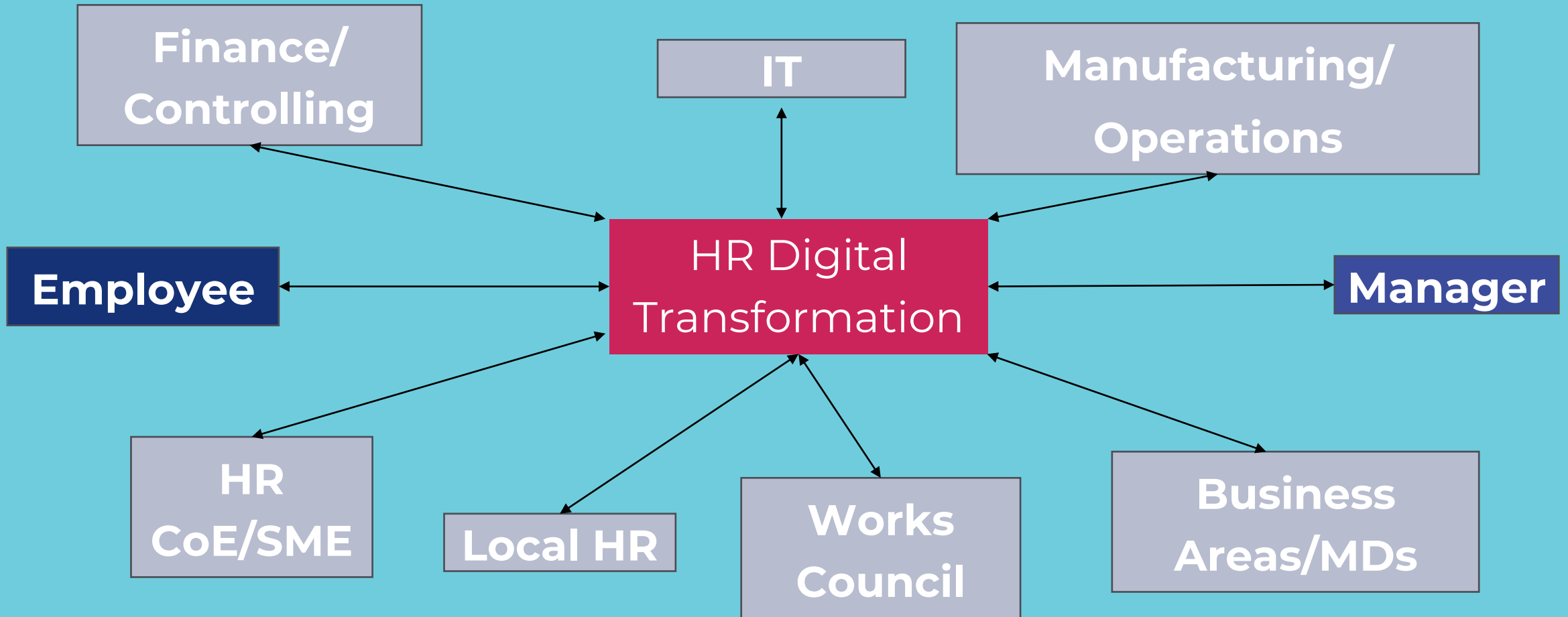
Name of strategic field	Content	Nature	Defined by	Time
Strategic Action areas	Long-term goals derived from the requirements of key business stakeholders	Top-down (consultative)	Global HR Management	2030
Global Priorities	Medium-term priorities derived from pain points impacting the business currently	Top-down (consultative)	Global HR Management	2026
OKRs	Global and local actions defined to implement Global Priorities	Top-down and Bottom-up	Global and Local HR Managers	Quarterly review

Change Management

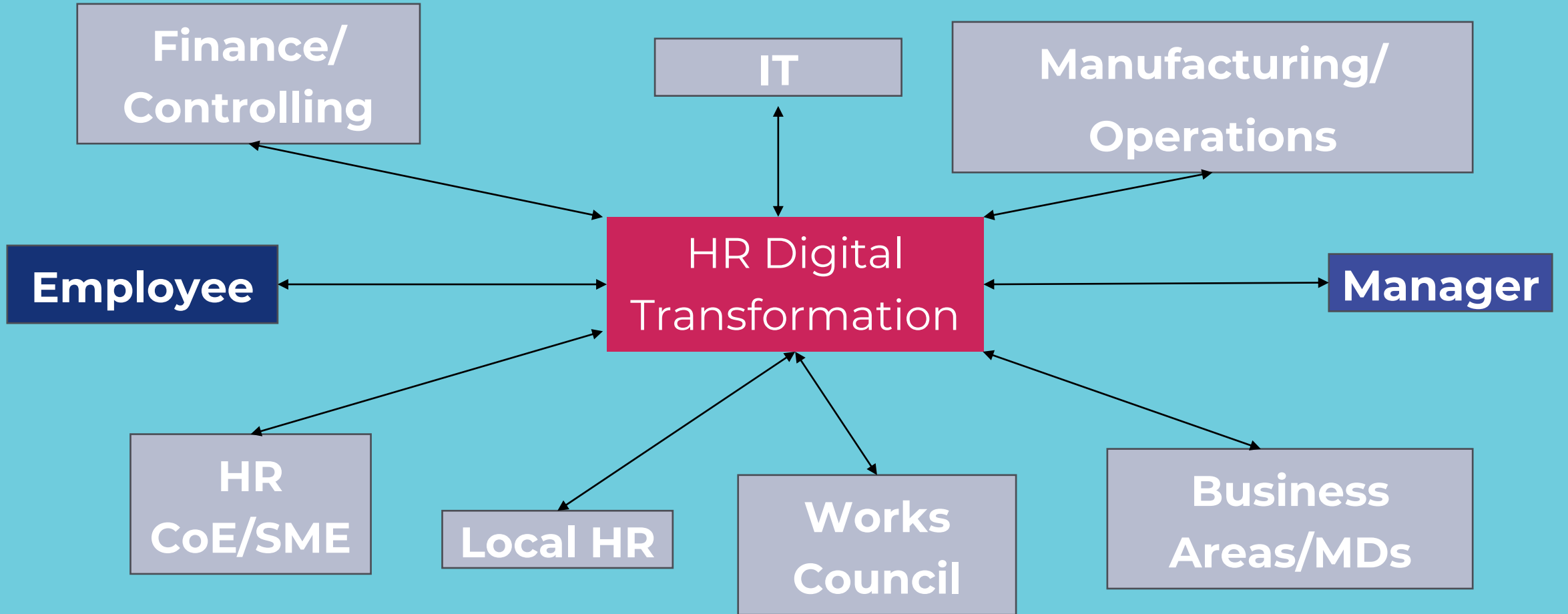
Strategic Context



Stakeholder “Sphere”



Stakeholder "Sphere"



Purpose?

Implications?

Benefits?

