

Latest information regarding the
B2E HR Transformation Service
Offering



HR TRANSFORMATION

People are an organisation's most valuable asset and the key to its success

Lead Principal: Ian Hicks

HR TRANSFORMATION OVERVIEW

The challenges facing HR Functions in today's organisations are as great as ever but equally they can provide great opportunities. Whether it is a need to respond to ever greater cost cutting and efficiency or whether the competitiveness of the organisation rests on attracting the brightest and best of the Millennials generation, standing still is not an option.

But every organisation is different so simply emulating the competition or the current trend is rarely going to deliver any real, lasting value. Therefore, if the level of change required is Transformational, the right approach is going to need to be deeply and thoroughly thought through.

TYPICAL CHALLENGES

Take a mid-sized corporate, perhaps spread across multiple sites in the UK or Europe. The shift towards a HR Business Partner model may have stalled and while the HR Service Centre is well established, satisfaction across the business is mediocre and the slick, online experience of new staff coming into the main competitor's business is increasingly highlighting the lack of investment and invention in keeping this HR team on the front foot, driving the People agenda. The trigger to address this situation could come from new leadership, from a step change in the scale or structure of the business, or it could be the opportunity of investment in other back-office functions such as a change of ERP solution or IT-led push towards the Cloud.



Whatever the drivers and catalyst, making substantial step changes in the value HR adds to the business will be complex, will require attention to detail, hard work and will be a significant drain on the already over-stretched team, so the choice of where to seek help will be critical.

UNIQUE SOLUTIONS

B2E Consulting places a strong emphasis on shaping HR Transformation within the context of the whole HR Function, its strategy and its real operational constraints, not just putting in a new system or reworking some key processes in isolation. B2E brings together talented HR and Transformation specialists with broad experience of creating innovative, effective and deeply pragmatic HR Transformation initiatives across a wide range of industry sectors and types of blue-chip organisations.

6 'S' TRANSFORMATION MODEL

CONTEXT
The client's challenge has arisen from a period of sustained growth through which the HR team has struggled with systems and processes originally designed for an organization of half this size.

PROPOSAL

| | |
|-------------------------------------|---|
| Outgoing Service Delivery & Support | Includes eHR, Services development & management |
| HR & IT Core Change Work | Ongoing minor change & testing will be required |
| Post-Measures Design & Build | Contracted work |
| Fit/Gap Key Process Standardisation | Contracted work |
| Payroll Project | Contracted work |
| Initial Intranet Development | Site mapping analysis |
| Oracle HR Provision | Contracted work |

Where most impact can be immediately achieved is within the HR Service Centre and with improvements in Payroll processing to reduce complexity. Addressing these buys time for the new system assessment and possible RFP and procurement process.




Ian Hicks is the B2E Consulting Principal leading the HR Transformation Service Offering. Ian has an extensive track record of delivering HR Transformation and HR Systems projects across

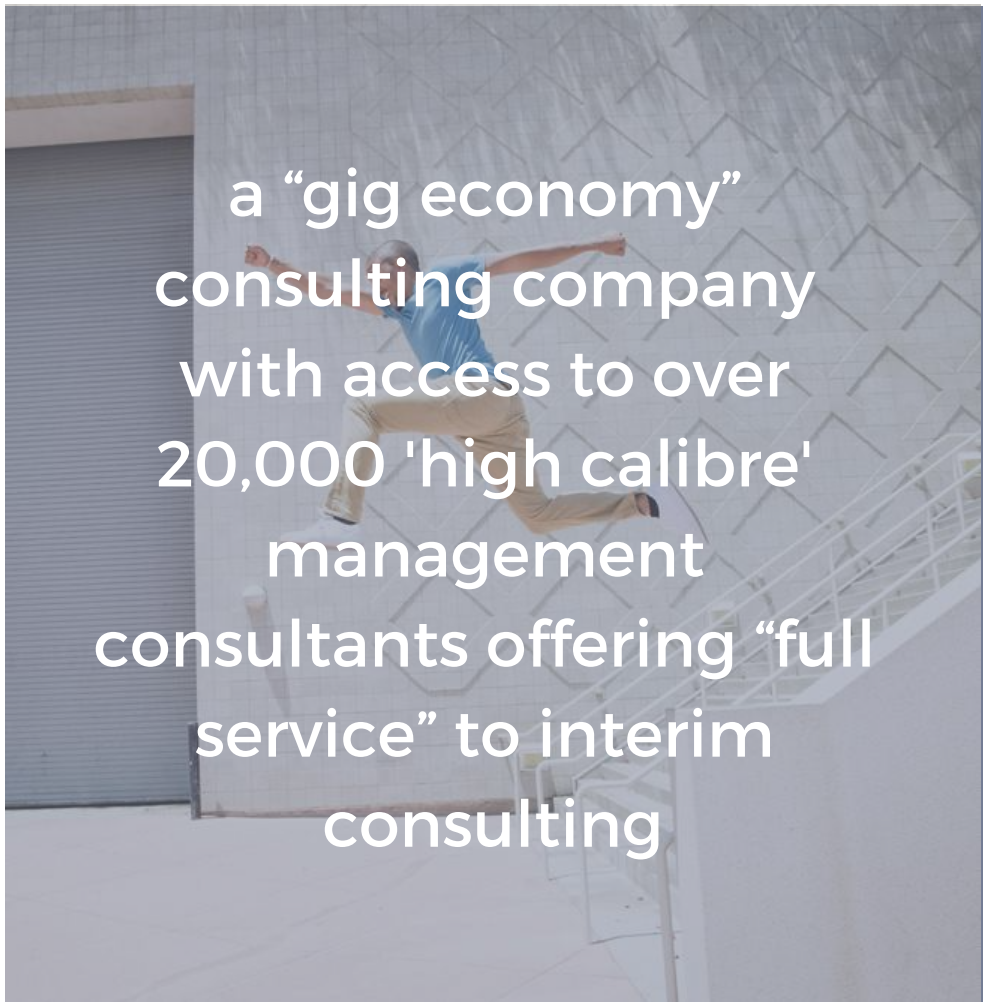
varied industry sectors. Clients include BP, Standard Chartered Bank, EDF Energy and London South Bank University. He has exceptional knowledge and experience of assessing, designing and delivering HR Organisation Design, HR Process change, Shared Services solutions and improving HR Data management (migrations & HR Analytics). He has managed HR systems as a Line Manager and has initiated and implemented projects directly on or interfacing to most current HRIS platforms including Cloud solutions. Ian was previously an Accenture Change Manager, holds an MBA from Cranfield School of Business and is a qualified Project Manager.

Our community of over 20,000 high calibre, expert consultants, allows us to select specialist teams to focus on providing a structured, thorough and unbiased assessment of your HR context and performance. We recommend solutions we can deliver, leveraging our unique business model of quality and value for money.





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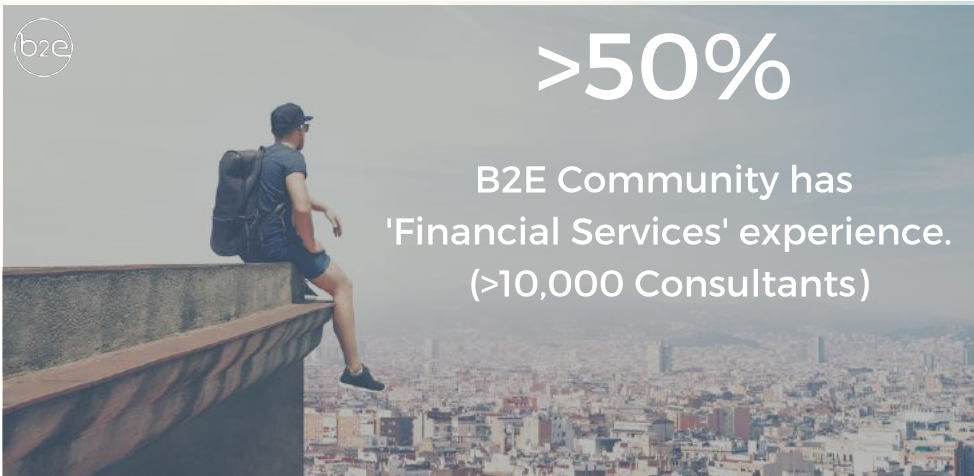


a “gig economy”
consulting company
with access to over
20,000 'high calibre'
management
consultants offering “full
service” to interim
consulting

Why B2E?

1. Immediate access to quality consultants at significantly lower cost
2. Specialist delivery through a consulting community of >20,000 experts
3. We understand transformation - our B2E team share >200 years top tier consultancy experience

The majority of our
B2E Community
have come from the
top 10 global
consultancy firms



>50%

B2E Community has
'Financial Services' experience.
(>10,000 Consultants)

Since 2002, our
Consultants have
worked on ~700
business
transformation
assignments across a
range of areas,
technologies and
business challenges