Digitale Transformation braucht ein HR auf Augenhöhe

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From the PRESENT to the FUTURE

Digitalisation@Uniper has started.

Digitalisation infuses our life.

Digitalisation enables new business.

Digital is not about technology.
There is a digital world. We have re-created ourselves. The barrier is thin.

We are connected. We are interested. We are sceptical.

It is new – we are interested.
Digitalization is changing us. The ease of use of latest, modern technology and its intrusion into our personal life influence on our (social) behaviour, habits, self-worth, (social) interaction & expectation.
Changing world

New Work
Urbanisation
Silver Society
Health
Digitalization
Individualization

Structural change in the economy. Money will not incentivate.
New jobs will arise and new capabilities are needed.
Education and learning are essential.
Agile organisations will arise.
Knowledge is omnipresent.
Mass Unemployment

A value based leadership is crucial.

Support needed

Technology trends & Social Drivers

endless opportunities
TODAY

TOMORROW

Skill Shortage - Germany

- 2020: 1.71
- 2025: 1.79
- 2030: 2.47

Quelle: KomFerry
empower the employees
your **mission**

transform the organisation
your **purpose**

reinvent yourself
your **brand**
The prevailing HR structure - state of the art since 1997

HR LEADERSHIP TEAM
Providing HR strategy and execution to the business and ensuring the success of the HR operating model

**HR BUSINESS PARTNERS (HRBP)**
Acting as a strategic partner and liaison between the business and centers of expertise

**FOCUS:** Strategic Alignment

**HR SHARED SERVICES (HRSS)**
Delivering customer service and administration of HR programs with a focus on efficiency, data and technology

**FOCUS:** Operational Excellence

**HR CENTERS OF EXPERTISE (COE)**
Designing appropriate HR strategies, programs, policies and processes

**FOCUS:** Program design

Source: https://www.imercer.com/uploads/Global/hr_structures_today.pdf/
Since 1997, the pace of change in the non-HR world has increased

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<th>Plannability</th>
<th>Uncertainty</th>
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<td>Clarity</td>
<td>Ambiguity</td>
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<td>Sequential Process Model</td>
<td>Agile + iterative Process Model</td>
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<td>Hierarchy</td>
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<td>Task-oriented</td>
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Source: Günthner / Dollinger, 2018
How does HR stay relevant?

→ Compatibility of Innovation & Continuity
Embrace hybrid operating models
Merge HR & HR IT – they cannot be separated

The future role of HR and IT will be to act together as innovation drivers, providing excellent services and thus contributing to the strategic business goals.
Keep getting your hands dirty – doing the right stuff