

# Revolutionising HR Embracing Digital Transformation for a Modern Workplace

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*“No matter how you look at it, the world continues  
to change -  
but our ability to keep up hasn’t kept pace”*

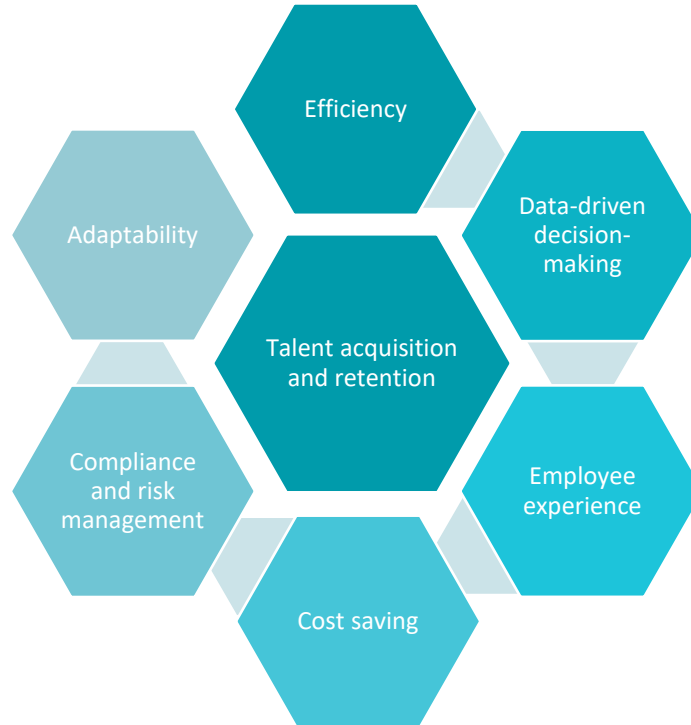
Dr John Kotter



Transformation in Human Resources is essential for several reasons, driven by the evolving nature of work, technology, and employee expectations



# WHY IS DIGITAL TRANSFORMATION NECESSARY?





**When introducing digital transformation in the Human Resources environment, it is important to follow a strategic approach to ensure a smooth transition and maximise the benefits of technology adoption**  
**These strategies must be aligned with:**



## Organisational goals & objectives

*Ensure that the digital transformation initiative supports the overall business strategy*

## Organisation Culture

*Offer training programs that enhance digital literacy among HR staff and across the organisation. Encourage continuous learning*



## Employee needs

*Establish mechanisms for employees to provide feedback on new systems and processes, ensuring their needs are prioritised in digital initiatives*

## Technological advancements

*Collaborate with industry peers to exchange best practices and gain valuable insights for driving successful HR digital transformation*



## KEY STRATEGIC STEP TO CONSIDER WHEN IMPLEMENTING DIGITAL TRANSFORMATION



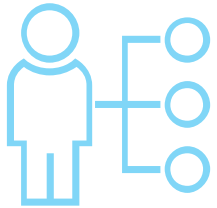


## Assess current processes



Start by conducting a thorough assessment of your current HR processes, systems, and technologies to identify areas that can be improved through digital transformation. Identify pain points, inefficiencies, and areas for enhancement.

## Set clear objectives



Clearly define objectives and goals for digital transformation in HR. Determine what you aim to achieve through technology adoption, whether it's improving efficiency, enhancing employee experience, enabling data-driven decision-making, or achieving compliance.



## Engage stakeholders



Involve key stakeholders, including HR professionals, IT personnel, senior management, Unions, and employees, in the digital transformation initiative. Ensure alignment and support across the organisation to foster a culture of innovation and collaboration.

## Identify suitable technologies



Research and identify digital HR solutions and technologies that align with your objectives and requirements. This could include HRIS (Human Resources Information System), recruitment software, performance management tools, learning management systems, and employee engagement platforms.



## Develop a roadmap



Create a detailed roadmap outlining the implementation plan for digital transformation in HR. Define milestones, timelines, budget considerations, and key performance indicators to measure the success of the initiative.

## Training and change management



Provide training and support to HR professionals and employees to familiarise them with the new technologies and processes. Implement change management strategies to address resistance to change and ensure a smooth transition.

## Pilot projects



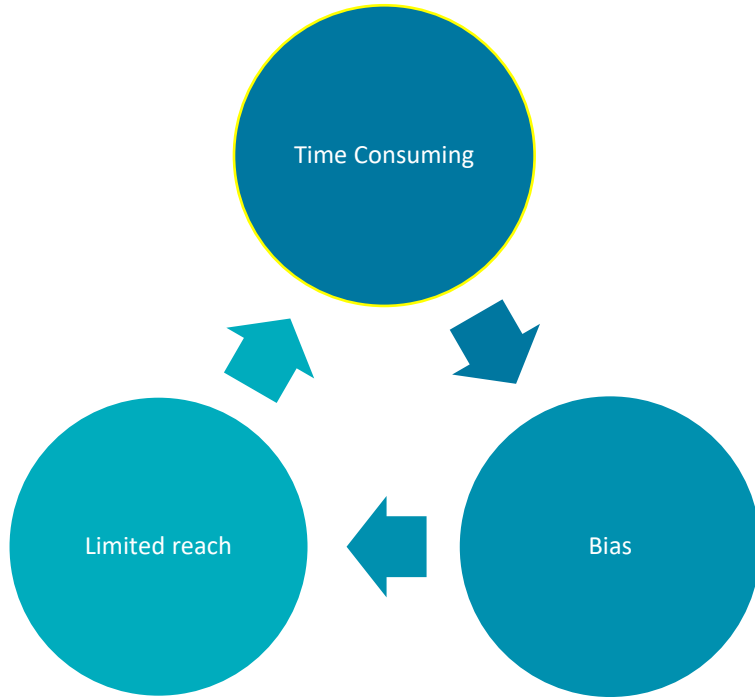
Consider starting with pilot projects or smaller initiatives to test the effectiveness of digital solutions in a controlled environment before scaling up across the organisation.

## Monitor and evaluate

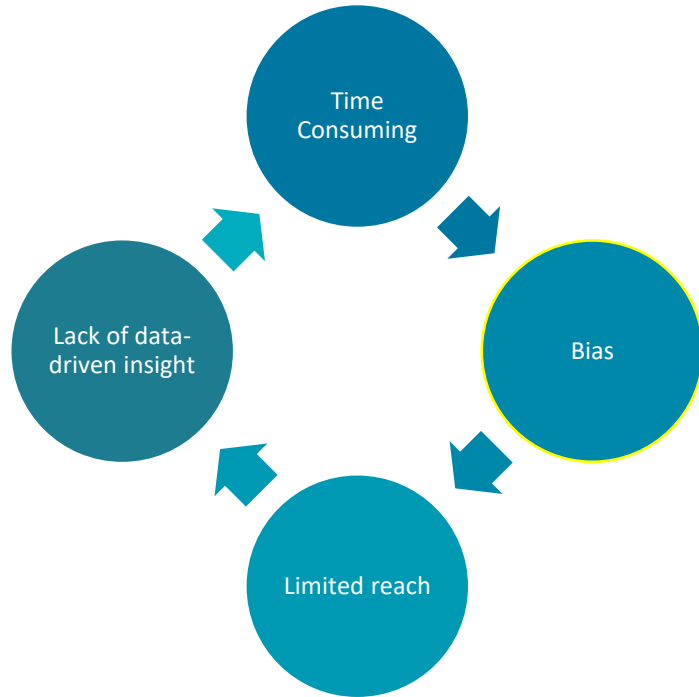


Continuously monitor and evaluate the impact of digital transformation on HR processes and outcomes. Gather feedback from users, analyse performance metrics, and adjust as needed to optimise the use of digital tools.

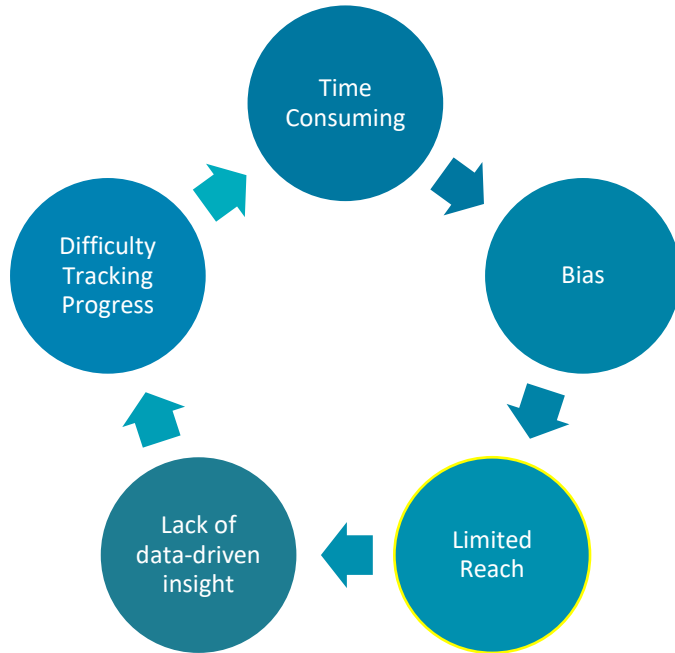
# Challenges we are facing in our current state



Traditional recruitment methods, such as reviewing resumes, scheduling interviews, and conducting assessments manually, can be time-consuming for HR professionals and hiring managers, leading to delays in filling critical positions and impacting productivity.

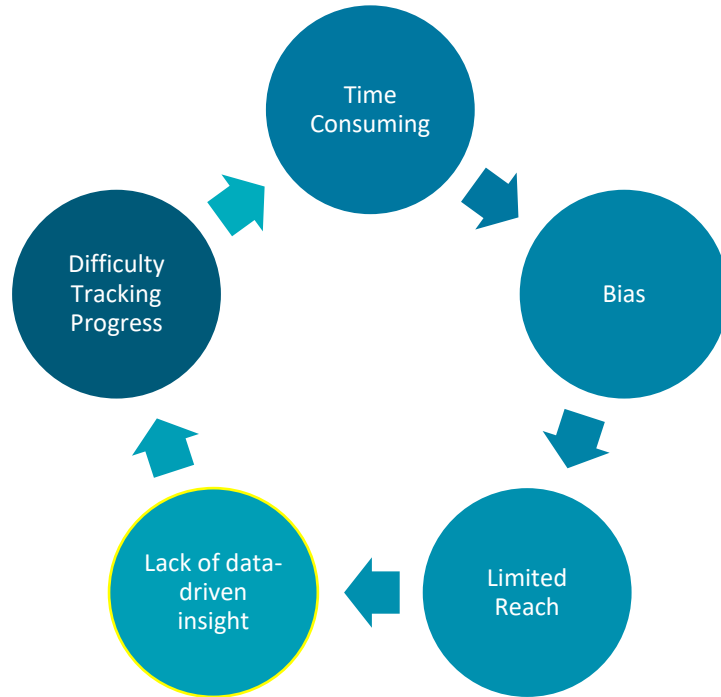


Manual recruitment processes can be prone to unconscious bias, leading to discriminatory hiring practices and potentially overlooking qualified candidates from diverse backgrounds.

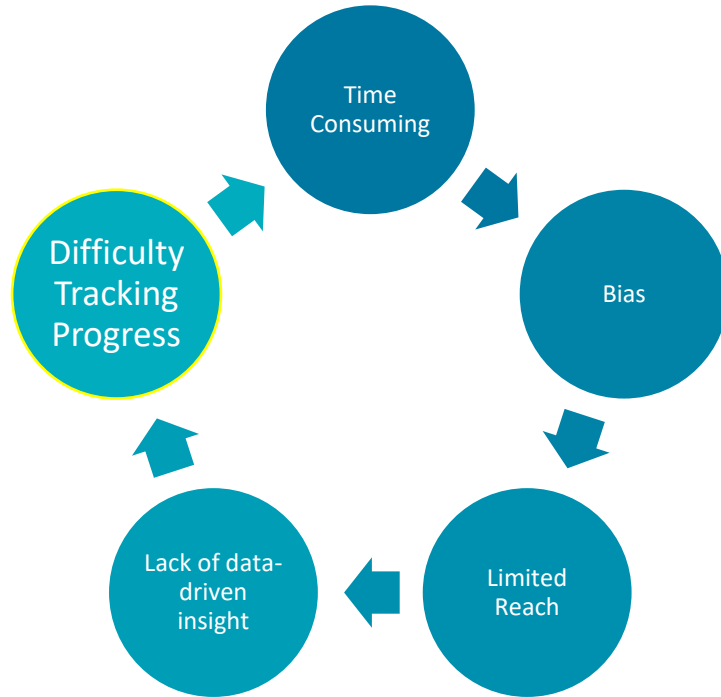


Relying on manual recruitment methods may limit the organisation's reach to a wider pool of candidates, especially in the area of remote work and global talent sourcing.

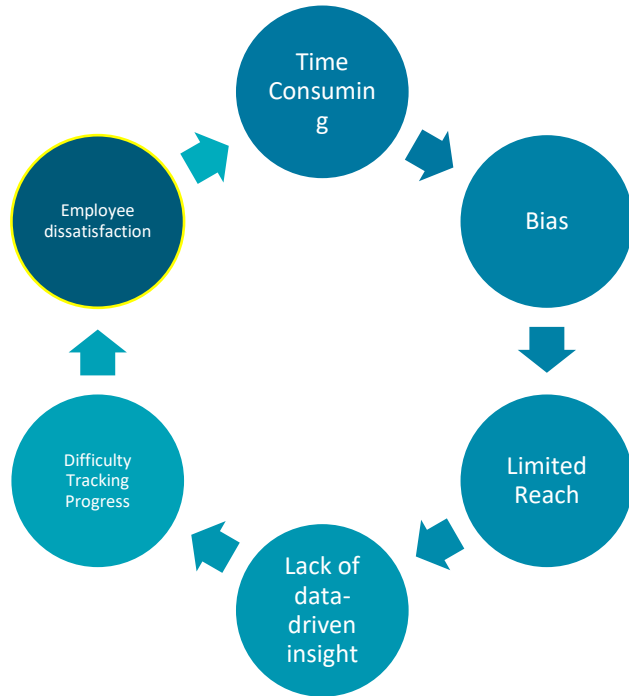




Manual performance management systems often lack the capabilities to provide real-time, data-driven insights into employee performance, engagement, and development needs, hindering effective decision-making and strategic planning



Manual performance management may struggle to track and monitor employee progress, goals, and development plans effectively, making it challenging to provide timely feedback and support



Inefficient manual processes in recruitment and performance management can lead to frustration among employees, candidates, and hiring managers, impacting morale, engagement, and retention



# Fundamental change principle to set your organisation up for successful transformation

## Leadership + Management



## Head + Heart



## Select a few + Diverse many



## Have to + Want to





***“The greatest danger in times of turbulence is not the turbulence; it is to act with yesterday’s logic”***

**Peter Drucker**





Achieve more.