

## The Future of Work is now. We can help you drive rapid HR change – and measurable outcomes.

Leveraging the Conduent Enterprise HR Transformation Assessment, you can evaluate your company's HR operations potential in today's business environment – and better prepare for rapid change in the future.



### Assessments in Action

Through our Enterprise HR Transformation Assessments, we've helped client companies identify and achieve significant results:

**\$6.3M** in cost savings over 3 years through a shared services model

**\$5.8M** in savings across Learning content development, delivery and administration, with a TCO of 36%

**15%** year-1 efficiency improvements across process redesign and robotic process automation (RPA)

**30–35%** improvement in HR administration spend

**20–25%** reduction in retained HR labor costs

### Realize maximum HR impact

How are you adapting to the new normal? Are you embarking on a transformation of your HR operations? Are looking to innovation and technology changes that engage with your employees? As you navigate the new normal, you will be asking questions on how to maximize your team and reduce costs to impact the betterment of your organization. In any of these situations, taking stock of your HR organization is a critical first step.

### Simplify your transformation

The first step is to make a roadmap of your current HR organization, technology landscape, and spend. Having a proven process takes the guesswork out of assessing your current operations and lays the foundation for the ultimate outcome.

### The journey takes planning

The Enterprise HR Transformation Assessment provides a comprehensive review of all current HR assets, spend and delivery/support structure. We build the roadmap through three phases: Prepare and prioritize, Assess, and Recommend.

### Not sure if you need to transform?

Whether your challenge is engaging with employees, championing new HR initiatives, selecting the right technologies, or controlling spend, we can help you through this journey.

### Turn your challenges into opportunities

There is a wide variety of situations in which our clients come to us and ask us to conduct an assessment. Some of them might sound familiar to you:

- Substantial changes in the business: new company leadership, merger or acquisition, major company initiative or launch, re-organization, etc.
- Optimization, efficiency or cost savings imperatives: Six Sigma initiatives, decreased company performance, fluctuating business cycles, etc.
- Rapid growth: rapid customer or partner acquisition, major product launches, new market penetration, etc.

## How the Enterprise HR Transformation Assessment works

Over the course of 4 weeks, our Solution Consultants will work with you through the three phases of the Enterprise HR Transformation Assessment, with defined deliverables. Our flexible approach to discovery and data gathering will be based on your preferred method of communication.

Week 1: Prepare and Prioritize	Weeks 2-3: Assess:	Week 4: Recommend:
<ul style="list-style-type: none"><li>Analyze existing HR strategy and priorities</li><li>Evaluate organization charts</li><li>Evaluate technology landscape inventory and vendor relationships</li><li>Complete data gathering questionnaire</li></ul>	<ul style="list-style-type: none"><li>Review existing functions, operations, service, and offerings</li><li>Gather and conduct interviews to identify gaps or potential enhancements</li><li>Provide key inputs into long-term organizational planning</li></ul>	<ul style="list-style-type: none"><li>Deliver a quantitative analysis to provide detail recommendations</li><li>Offer financial impacts and savings based on HR organizational and operational changes</li><li>Build an internal business case for approval, timeline for implementation, and cost of delivery</li></ul>

## How you benefit

**Flexibility:** Our approach to Enterprise HR Transformation Assessments is flexible, as we focus on what will make the highest impact to your organization – whether that is within a function or process – or across your entire HR delivery model. Examples of focus areas include:

- Employee experience
- Move to SaaS HCM
- Automation, AI, and Analytics
- Financial results
- New HR Organization and Operations
- One service, e.g. Payroll vendor consolidation or Learning supplier rationalization

**Outcomes Aligned to Your Objectives:** We will provide you with recommendations that align with your business, financial, and HR goals to demonstrate an immediate impact and longer-term value, such as:

- Creating capacity within HR
- Growing capability – moving beyond a transactional HR function
- Empowering the workforce
- Boosting credibility of your team

**Our Experience:** With more than 30 years' experience delivering HR services, globally, we help HR organizations transform the effectiveness and cost-efficiency of HR processes across the recruit to retire lifecycle. We help our clients manage their respective HR journeys to ensure they leverage the right mix of technology innovation with best practice processes and service delivery / operational models to enable the greatest return. On average, we drive the following results for client organizations:

<b>HR Optimization</b> 30% Average reduction in operations costs	<b>Automation</b> 40% Average gain in efficiency	<b>Operational Efficiencies</b> 20% Improvement in payroll administration	<b>Virtual Agent</b> 50%-70% Average call deflection
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## Why Work With Us:

Conduent HR and Learning Services provides the most comprehensive suite of technology-enabled HR offerings in the industry. Our digital platforms enable every employee to manage the complex landscape of employment, health, wealth, career, and retirement choices through modern interactions and a compelling, personalized experience.

Conduent's human-centric solutions improve the employee experience, streamline HR practices, reduce costs, increase productivity, provide employees with information needed to make important decisions, and provide HR teams with the information and insights they need to succeed.

**Want to get a gauge of your current Digital HR Maturity?** [Click here and take our quick assessment](#)

## Contact Us

For more information on how to bring HR costs down and lift ROI up, contact us at 1-844-ONE-CNDT

[www.conduent.com/hrservices](http://www.conduent.com/hrservices)

