

# An HR tech stack that works for you



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# Discussion Today

- Rethink your HR tech stack
- Identify the critical levers that HR has to impact employee experience
- Empower HR to help business teams achieve results



## Employers

HR

Industrial - Digital  
Revolution  
(1760-2019)

HR

The  
Future

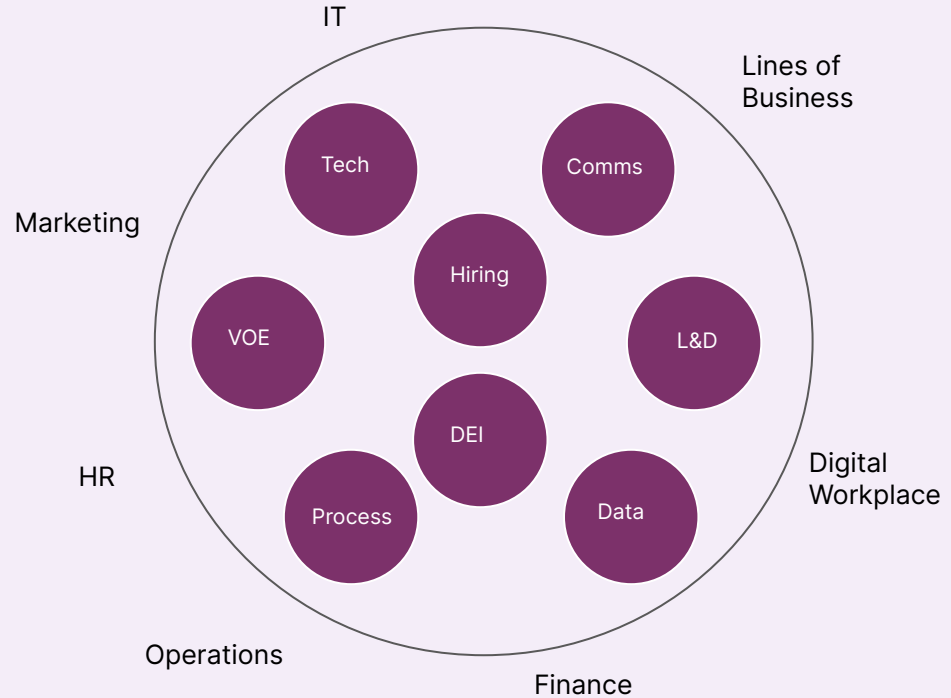
Covid-19  
(2020-?)

HR

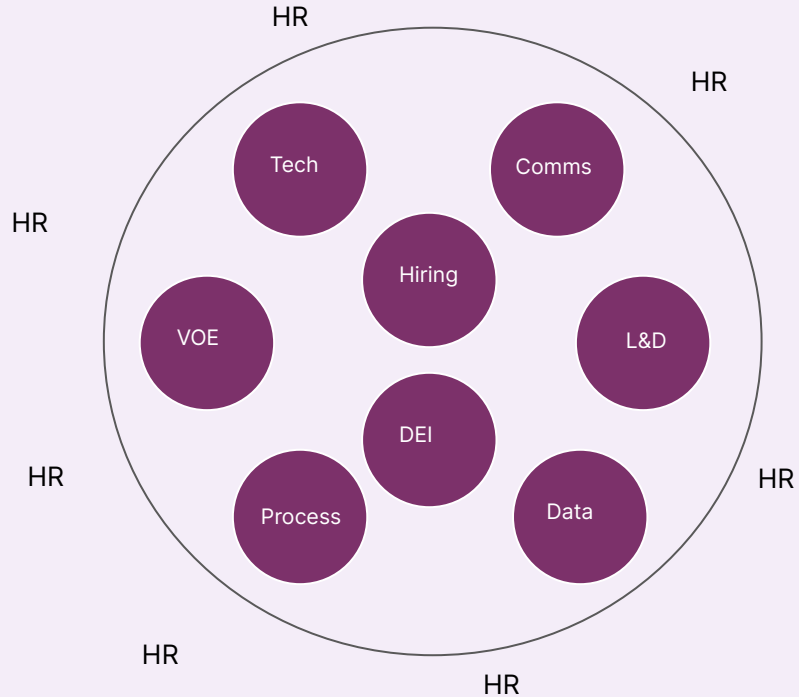
## Employees

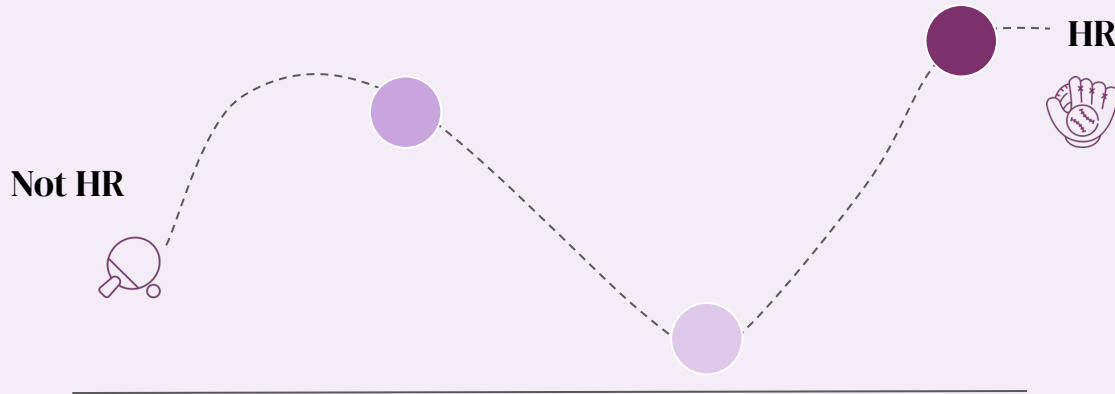


# Shared responsibility for employee experience?



**HR is now seemingly responsible for all things employee experience related**





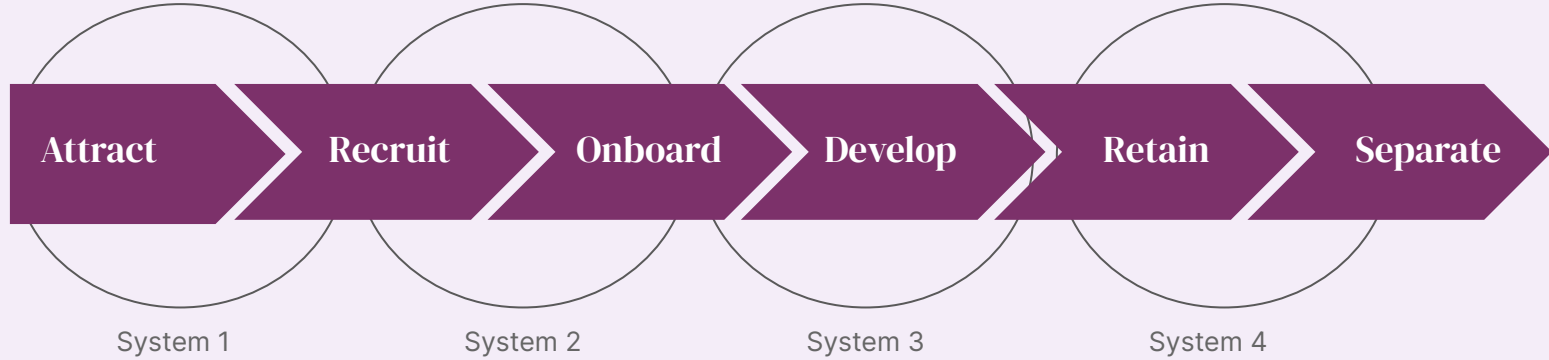
- Limited # of people resources to scale efforts
- Limited ability to influence business & manager behaviors
- Lack of analytics / insights to support data-based decision
- Lack of user friendly tools that address the employee lifecycle



## The journey to optimize employee experience does not end with an HRIS

Stage	Beginning	Striving	Thriving	Optimizing
System	Manual	HRIS	Point Solutions	Holistic EX platform
Characteristics	HR and teams are not digital and don't have formal ways of gauging employee sentiment or needs	'Not HR' has approved an oversized system that is difficult to use, backend focused, and not employee friendly	'Not HR', likely again, has decided upon a one-off solution that is not integrated into the HRIS to solve for a need not met by the HRIS	HR drives the purchase of a purpose-built solution that engages and enables teams to perform while equipping HR to show impact

# The right HR tech is broad & has depth



Business  
alignment & buyin



# Simplifying employee experience

**Engagement + Enablement = Employee Experience**  
(Results)

Levels of enthusiasm and connection employees have with their organization - typically measured in surveys.

Having autonomy and access to the right resources, tools and environment to perform their jobs effectively.

What people encounter and observe over the course of their tenure at an organization.

# Key levers HR has to impact employee experience

**Engagement**

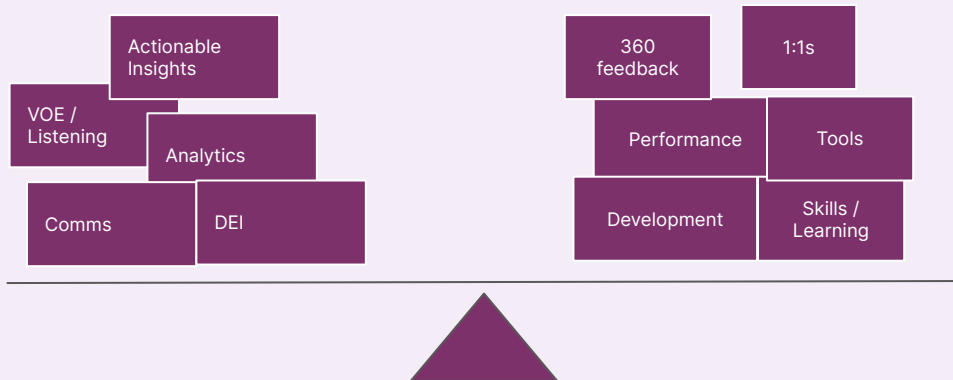
+

**Enablement**

=

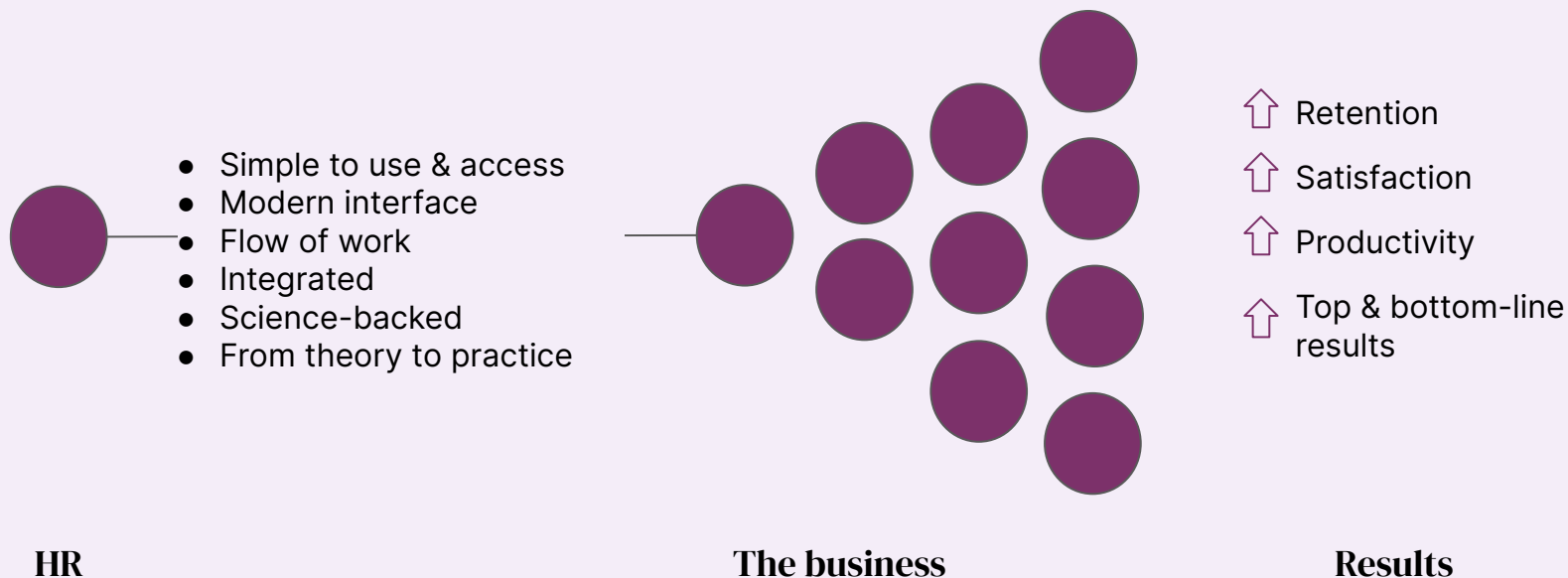
**Employee Experience**

(Results)



Empowered, agile workforce that is equipped and skilled to deliver company objectives

# The right technology helps HR scale through others to achieve business results





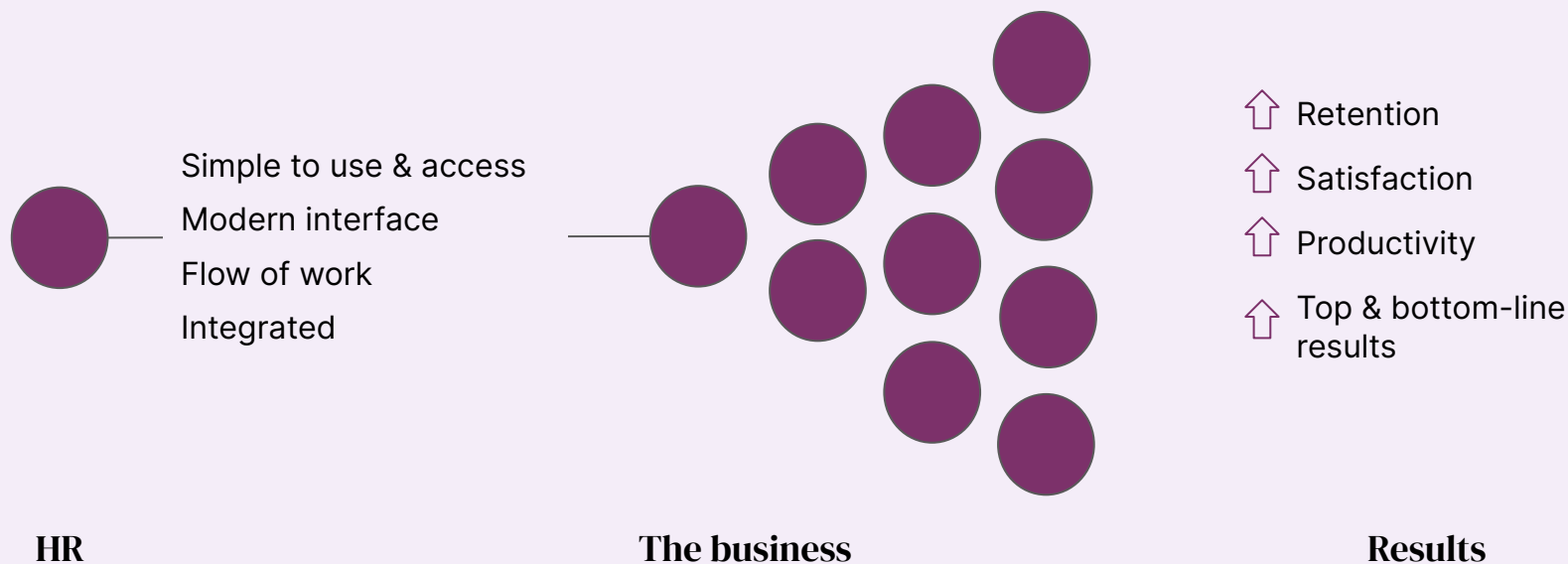
# Thank you!

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# The right technology helps HR scale through others to achieve business results



## Embracing & Optimizing the Hybrid Workplace

The digital workplace revolution combined with a rapidly changing world have shattered norms and ushered in a hybrid reality. Learn from the leaders at DWX 2022.

### An HR Tech Stack That Works for You

The past two years have brought about seismic changes in the way we work – from how, when, and where, to whom we decide to work for. At the same time, HR responsibilities have broadened from a primary focus on acquiring talent to include the entire employee experience. Change is happening faster than ever, but one thing that isn't changing fast enough is the technology needed to keep HR in-the-know and business teams aligned in-the-flow of work.

Join this session to learn how to:

- Rethink your HR tech stack
- Identify the critical levers that HR has to impact employee experience
- Empower HR to help business teams achieve results

#### Discussion points:

Tech buckets, not names.

Tie to ex.

Blockers, hindrances.

Example to take away... use personal experiences.

—

Understanding / listening

High performing teams

1:1s

Development