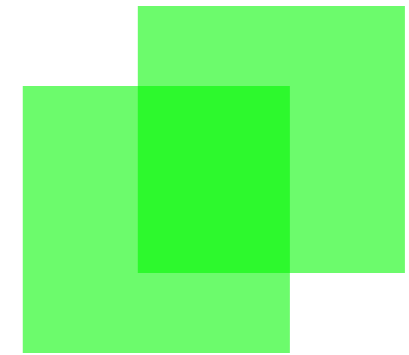


HR Changing World



Why the strong HR Role
is needed?



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Content



- Changing World
- HR Impact
- Strategic Partner

Changing World



- The competition on the market gets stronger
- The job market is under the pressure, the workforce gets older
- **Process Excellence** Pressure:
 - ★ Low Costs
 - ★ Speed
 - ★ Quality of provided services

HR Impact

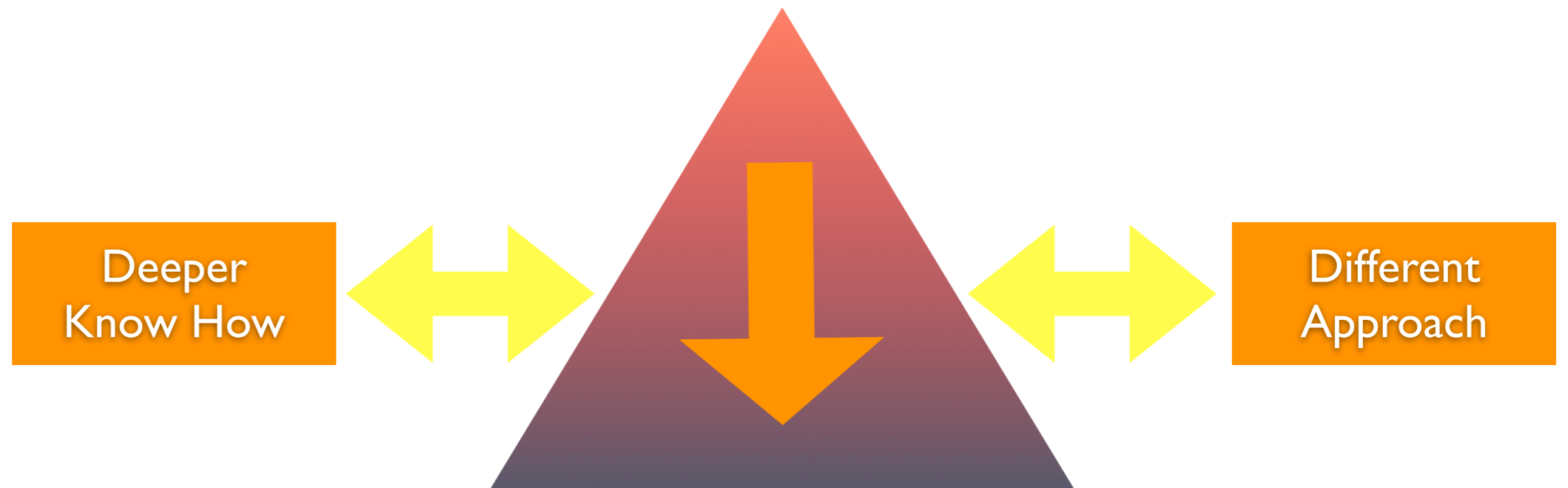


- HRM has to focus on competitive advantage building on the job market
- HRM has to focus on keeping costs and look for the potential savings
- HRM has to contribute to relevant business strategic decisions
- HRM has to provide the business with relevant information supporting quick decision process
- HRM has to keep the value of human capital

HR Impact



HR Supporting Function



HR Strategic Partner

Strategic Partner



- HRM has to evolve to the strategic partner, who:
 - ★ knows the business and business issues
 - ★ keeps strategic information and provide interpretation
 - ★ measures KPIs around human capital
 - ★ participates on the strategic decisions
 - ★ implements strategic initiatives
 - ★ has a proactive approach