



HR Digital Transformation

HR Strategy & Transformation

Expert Group on Public Administration and Governance
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Marta SILVA MENDES

Head of Unit European Schools, Agencies & External
Organisations, DG HR

Ronald VELGHE

HR.04: HR Digital Solutions

HR Strategy

1. ATTRACTIVENESS

Strengthen our attractiveness towards a diverse employee base, by creating a flexible, inclusive and sustainable work environment.

An attractive workplace

Trust-based, inclusive and respectful, In line with European values

A flexible and green workplace

Ensuring staff well-being and satisfaction

Life-long practical support and guidance from newcomers to pensioners and their families:

New fit@work programme for physical and mental well-being of staff

2. SELECTION & RECRUITMENT

Introduce faster, simpler and modern recruitment processes for internal and external candidates; more specialist profiles; balanced and diverse workforce.

Faster and agile selection & recruitment

Revisiting the external talent pipeline

Strengthening the internal talent pipeline

Broadened Junior Professionals Programme

Define future roles and job opportunities for AST and AST/SC function groups

Balanced, diverse and flexible composition of staff

Flexible response to evolving needs through recruitment of temporary agents using a transparent platform.

Promoting diverse recruitment of staff, including the goal of achieving gender balance at all management levels

Strengthen geographical balance of all staff

3. CAREERS

Giving staff the support, training and perspectives for their careers to thrive.

Flexible careers

Supporting ad hoc project groups and task forces

Promoting regular internal and external mobility

Career prospects for all staff, improved guidance on learning and training

Development of targeted learning packages

Performance management

Early talent spotting

Simplifying appraisal reports and self-assessments

Management assistance with performance issues

Increasing scrutiny upon recruitment and during probationary period

4. HR PROCESSES

Simplify and digitalise all HR Processes and introduce a single HR platform, delivering staff-focused and efficient services

- Staff-centric: information easy accessible and protected and support with a new HR helpdesk
- Optimised HR model: from staff to services to end-to-end process efficiency
- Efficient, streamlined, accessible HR processes
- A new HR Platform: Using new technology maximise value-added of HR services

Case for Change

Environment

Unpredictable, rapid change
Crisis – Discontinuity
New perception on public
governance

Empowered Digital Individual

Social media, direct
access/response
Consumer-grade services

New Tech

Edge IT faster into mainstream



Structure

Static hierarchy → Resilient
network
Culture: innovation and flexibility
in trusted environment

Staff

Sequential expert steps →
Final output via
Multi-disciplinary teams

Processes & IT

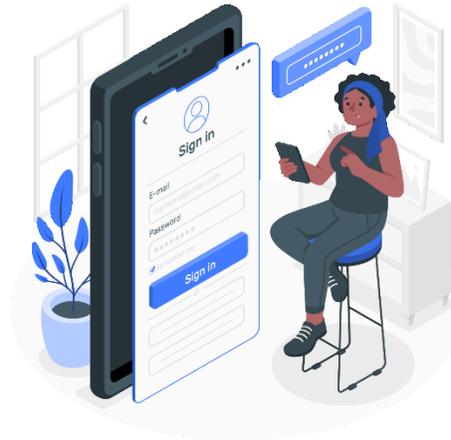
Integrated of data and processes
Transactions to insights continuum
Innovate with technology

HR Transformation is the HR Strategy in the making

*Transforming HR business and HR solutions,
constantly reinforcing each other*

Staff first – Client centric

- Staff engaging, single entry point, easy and smart
- Role and journey-based: employee, HR professional, managers...
- From pre-hire to post-retirement
- Once-only, secured data provisioning
- Self-service and personal as needed



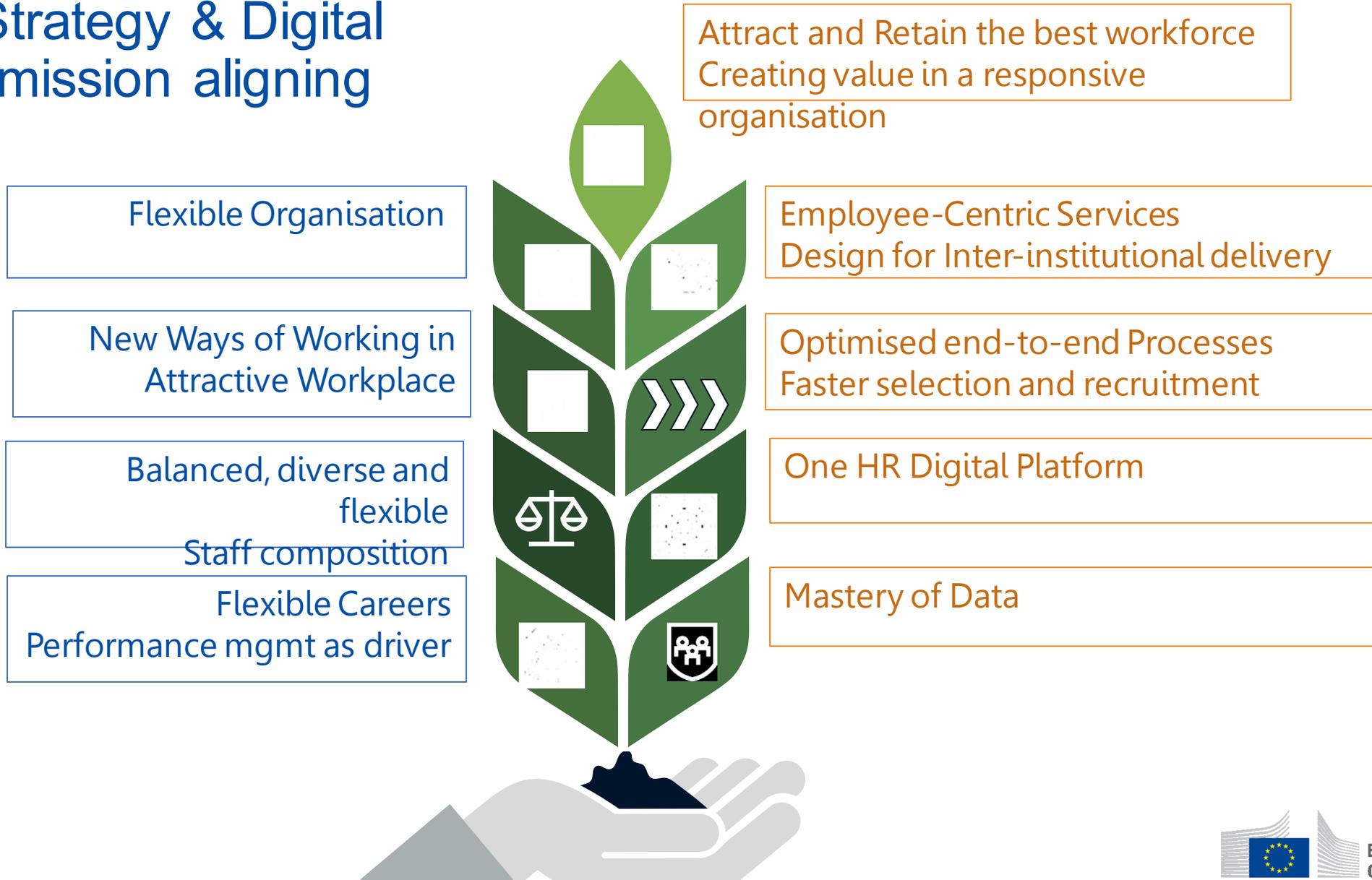
Driving principles

- Hybrid programme: Business + IT
- Change management impacting all
- Balancing long-term and Early Value Delivery
- Security and data protection by design
- Continuity: gradual transition and migration
- Standardisation – Adopt-over-adapt whilst respecting applicable Regulatory Framework

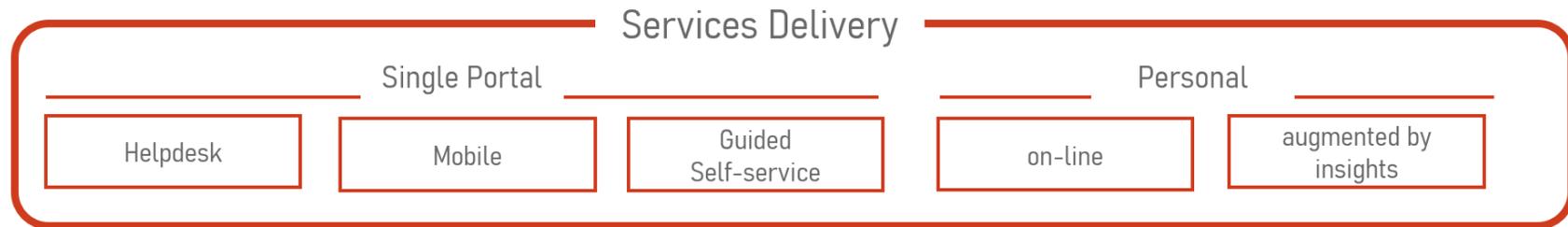
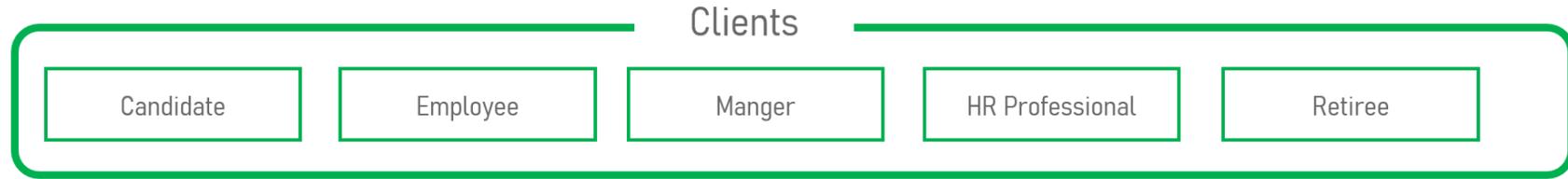
One HR Platform – Mastery of Data

- Know the user, guided journeys, not isolated transactions e.g. parental leave
- Seamless integration of processes/data: e.g. matching between jobs, staff profiles, L&D packages
- From operations over reporting to strategic insights e.g. from personal succession planning to corporate workforce foresight
- Future-proof platform for continuous business and IT improvements

HR Strategy & Digital Commission aligning



Examples - Capabilities and Architecture



Thank you!

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Marta.Silva-Mendes@ec.Europa.eu

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