



TRANSFORMING HR »»

THE KEY TO MAXIMISING YOUR PEOPLE POWER

We are passionate about supporting HR functions in setting ambitious goals and in growing their capabilities to meet these. We believe that the performance of the HR function and its individuals is a key driver of organisational performance.

The challenges

The HR function faces a period of renewed pressure and uncertainty following criticism in the press and by business leaders. Expectations of what the HR function delivers have risen. Pressure to minimise costs and the changing needs of the organisation create further demands. How should HR functions respond to these challenges?

Academics and consultants have produced a wealth of text books and models addressing HR and people management issues, but these do not provide a 'silver bullet'. How do you determine which approach best fits your situation? How do you assess the benefits of a particular approach? More specifically, what is the vital next step that you need to take to make the difference to your business results?

High performing HR functions enable their organisations to differentiate their core competences and build market leading capability.

- > we have implemented a new HR IT system but are not receiving the predicted ROI?
- > our HR Business Partners are still performing a HR manager role. Nothing has changed. How do I help them step up to their new challenges?
- > what are my transactional activities and will I receive any benefit from outsourcing them?

Our solution

Working with clients we have developed innovative approaches for each of the following core components of HR:



- > manage the 'White Space' in your new HR Service Delivery Model i.e. the interfaces and relationships that determine whether it will really effect change from your previous operating structure. We design, build and operate HR Service Delivery Models, such as HR Shared Services to deliver significant costs and enhanced levels of service
- > evaluate, implement and configure the HRIT ensuring that you have processes and service delivery to maximise the adoption of the system and deliver significant and measurable ROI
- > develop your professional HR practitioners in the skills of successful HR Business Partnering, commensurate with today's global and competitive environment.

Why choose Atos Consulting?

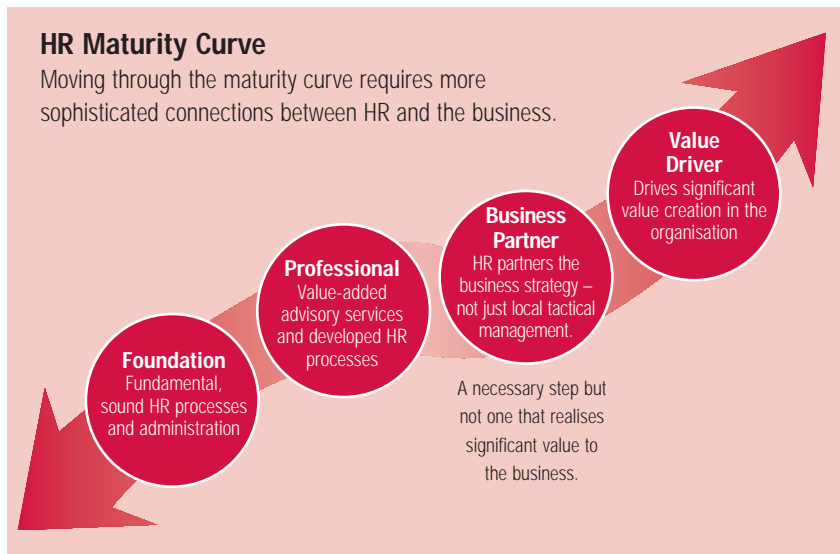
Our Transforming HR Practice is at the forefront of designing practical solutions to address the underlying challenges of legacy cultures, organisational structure, misaligned processes and ineffective technology. We will help you deliver a step change in HR performance, value creation and service delivery within your organisation.

Our approach is non-prescriptive; it is based on deep operational insight. We work with you to find the sources of unique value that your HR function can bring to your organisation.

Atos Consulting is a leading provider of business process and technology consulting services. With more than 2,500 staff globally, it focuses on delivering proven, pragmatic solutions to the telecom, manufacturing, financial services and public sector.

Atos Consulting is part of Atos Origin, which is Europe's largest IT services provider.

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Are you facing these questions?

- > my CEO wants me to cut costs but how do I deliver these savings whilst enhancing the value that HR brings to my organisation?
- > we have made great headway in partnering with the business so why hasn't it made a difference to service levels?

Delivering results

We will work with you to:

- > assess how the HR function can build 'Powerful Connections' and how they operate, to create distinctive capability in your organisation and drive market leading capacity
- > measure and prove the value that the function creates