



Human Capital as a Service

Sustaining organizational performance

Organizations are struggling with unprecedented disruption and complex business issues. Driving performance and optimizing how the workforce functions are key to business differentiation, today more than ever.

To solve for sustained performance, it is time to move to a platform approach that is continuous, embedded, and predictive, to anticipate and address the disruptions ahead.

Have you set your ambitions?



Transition your business for the future of work.

How do you envision, compose, and activate the workforce of the future?



Activate the digital enterprise.

How will you connect your workforce to focus on what they need, when and where they need it?



Elevate the human experience.

Are you leveraging data-driven insights on the workforce, including behaviors and mindset, to take action and drive organizational performance?



Optimize the human capital balance sheet.

What solutions will you deploy to track and monitor workforce data to make key investment decisions and measure the results?



Future-proof your business.

How will you develop an approach that can sense, predict, and understand macro trends to gain perspective on your workforce?

Help is in the cloud

Expectations of cloud services are increasing, and they have yet to reach their full potential. Adoption is growing. In a recent Deloitte survey, business leaders reported the following improvements due to HR cloud platforms:



48%

Consolidated view of data



44%

Real-time data and dashboards



40%

Better data and workforce insights



39%

Better employee experience



38%

Ease of updates and new releases

Organizations are using cloud based solutions to create competitive advantage through their people

Source: Deloitte Human Capital Trends, 2019

Tools to transform your capabilities

Think about the transformative capabilities of integrated human-capital research, products, solutions, and services to drive value and performance for your organization.



Insights: Access diverse perspectives, insights, and market sensing in real time to anticipate the demands of the evolving workforce and business environment. Organizations need to take a proactive stance in understanding how work will be done in the future, what's happening in the market, take that information, digest it and act on it to bring new capabilities to support the workforce and support the leaders of the organization.



Solutions: Enable leading-edge practices and capabilities experience through customized and scalable cloud solutions that respond to your organization's pressing issues.



Access to specialists: Supplement and enhance your internal capabilities by leveraging the deep functional knowledge and cutting-edge insights of external advisors.

Imagine, Deliver, Run

The Deloitte pathway to successful transformation



Imagine: The right focus

Set your ambition and chart a path to success by developing a roadmap to achieve those ambitions.



Deliver: The right concept

Make it tangible: Put the ambition in motion by moving forward and launching in the market.



Run: Getting to scale

Once the ambition is refined, scale it through flexible and integrated delivery teams.

"While HR has blazed new trails through its early adoption of cloud platform solutions, automating and enhancing HR with advanced digital solutions that reshape how work gets done is imperative."

—Deloitte Human Capital Trends, 2019

Erica Volini

Global Consulting Human Capital Leader

Deloitte
evolini@deloitte.com

Simona Spelman

Global Consulting Human Capital as a Service Leader

Deloitte
sspelman@deloitte.com

What is stopping you from achieving your ambitions? Let's talk.

About Deloitte

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as "Deloitte Global") does not provide services to clients. Please see www.deloitte.com/about for a more detailed description of DTTL and its member firms.

© 2019. For information, contact Deloitte Touche Tohmatsu Limited