



Human Capital Humanizing business

As technology evolves, humans have never been more important—and the organizations that embrace both of these powerful and distinct forces together—are the ones most likely to thrive in a world of constant disruption and become social enterprises.

Today, technologies such as artificial intelligence (AI), data analytics and intelligent automation are transforming the workplace, changing how and where people work, and redefining work in a way that was unimaginable a decade ago.

At the same time, humans are in the driver seat like never before. As their profile and expectations change, organizations need to deliver a more meaningful talent experience. It's time to think human.

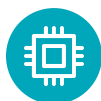
Have you set your ambitions?



Transitioning to Future of Work. Do you have the strategy and tools to manage your work, workforce and workplace to take advantage of new and emerging technologies, talent options and platforms?



Be human-centric first. Do you have the capabilities to elevate the human experience by aligning on the shared values across all stakeholders including your customers, partners, and workforce?



Activate the digital advantage. Are you ready to rethink the relationship between digital and human capital, change how organizations organize, operate and behave to drive business value and performance?



Optimizing your talent balance sheet. Do you have the visibility and insights to make the right strategic decisions about your labor spend for today and the future?



Future-proof your organization. Do you have the capabilities to sense disruption, shape responses, and activate outcomes in order to sustain and improve operational performance during times of constant change?

Top three HR-related business concerns

According to a Deloitte survey of more than 9,000 global business leaders, these are the most important current HR-related issues:



86%
Learning



84%
Human experience



80%
Leadership

Source: Deloitte Human Capital Trends, 2019

The combined power of human and technology

By harnessing the power of human and technology, organizations can put work at the center, reimagine it done differently today, but more importantly, what work should be done in the future. This enables work to be a driver of business outcomes, which is humanizing the most basic motivator and driver of potential.

Consider the kind of transformational changes you can help bring to your organization through powerful, data-driven insights, intelligent automation, cognitive tools, and future-facing, agenda-setting strategies:

- An organization redesigned to respond to disruption in an adaptable way by navigating workforce disruption and enabled to pinpoint where disruption is coming from.
- A set of enhanced capabilities to predict and fill future talent needs using external data to reimagine work, re-architect jobs, rethink the skills and capabilities in order to reskill the organization accordingly.
- A transformed culture in which people embrace change, engage with the organization's strategic goals, and can navigate the change associated with the transition to the Future of Work.
- An organization with increased worker productivity by providing insights to the workforce that is not available today using existing investments in traditional areas like rewards and learning to increase worker commitment and output.
- A new HR organization with expanded capabilities and new ways of working, in order to meet the direct needs of the business.

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.

“We have to start bringing meaning back into work. It’s what motivates people... Technology plays an enormous role in doing that because technology is pervasive; it’s everywhere in the workplace.”

—Erica Volini

Erica Volini

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

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