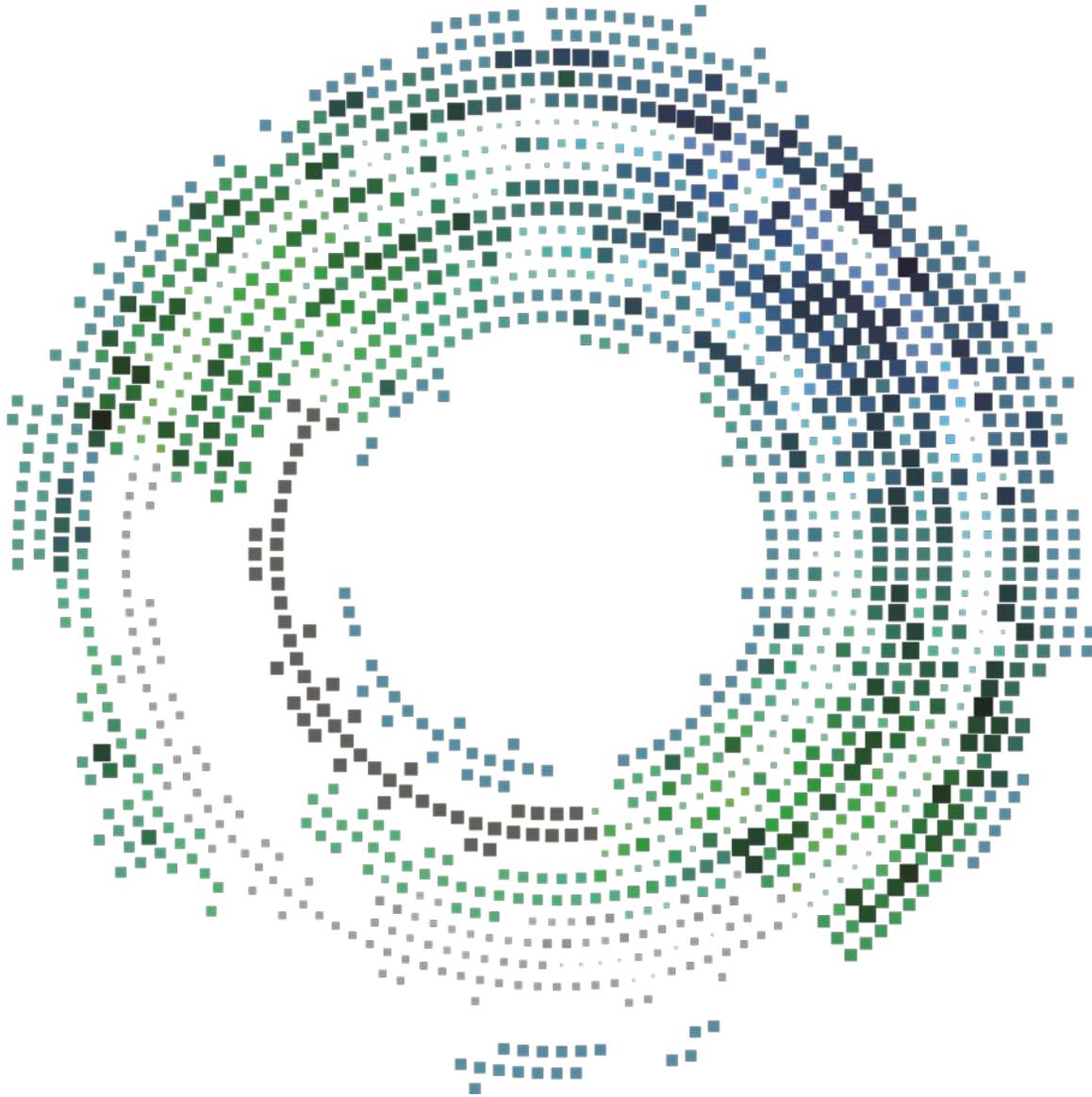


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## Cloud tomorrow, solutions today

Making HR technology user-friendly for a workforce that won't wait

AccessEdge™

# Imagine that you're 24 years old again.

You recently graduated from a top university with a degree in electrical engineering, and you've already received several very tempting job offers from major corporations. After some thought and some research among your network of friends, both online and off, you've narrowed it down to two, but the job descriptions and salaries are pretty much a toss-up.



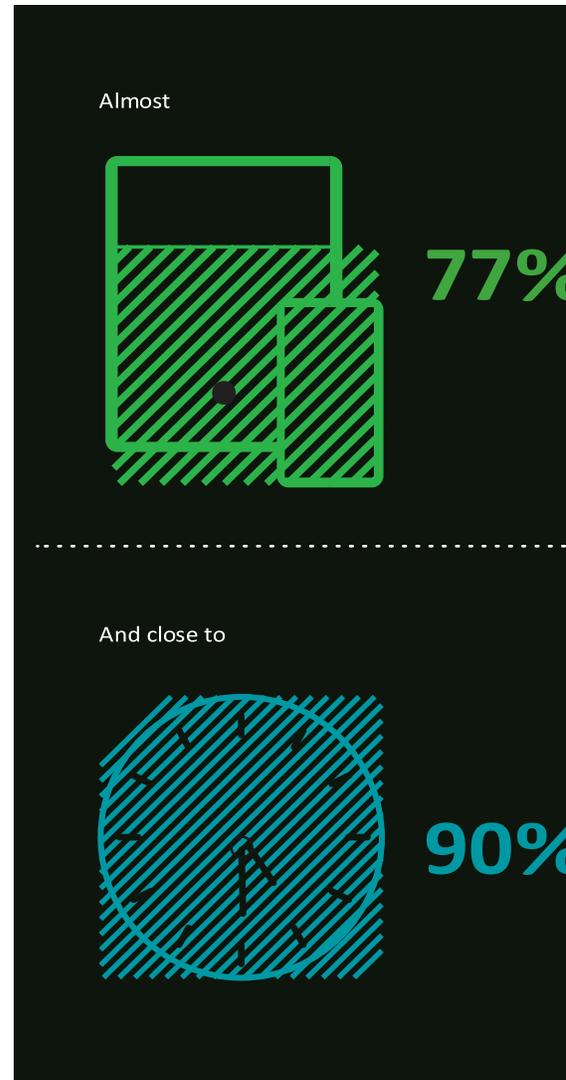
So you visit the first company. It's got an open floor plan, lots of casual meeting spaces, good food, and a ping-pong table in the corner. Sounds good, right? Still, your future co-workers appear glued to large desktop computers, and not much ping-pong playing is really going on.



The second company is located in an equally attractive city, but it seems a little more formal, not quite so user-friendly. Even the walls in the cubicles are higher. But your prospective boss points out proudly how much of the work, even when you're traveling, gets done on tablets and smartphones using a carefully designed suite of intuitive mobile apps for communication, collaboration, and even activities such as interactions with HR and finance, seamlessly connected through the cloud. And you can easily switch between your work-related apps and the apps you use to conduct your busy life.

### Digitally inclined

The war for talent among organizations today is being carried out on many fronts, not least of which is the workplace environment and the technology that underpins how people actually work. But the talented millennials all companies are looking for—who make up about half of the workforce—no longer want to work like their parents did. They expect to integrate their lives into their work, and their work into their lives much more smoothly. They expect the technologies they use to follow suit.



After all, these are the digital natives. They've had smartphones for almost a decade now, and they use them constantly—depending on apps for almost everything, like watching TV, reading the news, and interacting with friends. Why should their work environments be any different?

Millennials aren't the only ones demanding a more user-friendly workplace. The rest of your workforce is just as susceptible to the charms of our app-driven world as the millennials, and are even more likely to require a flexible work/life balance. If your company can't offer all your employees the kind of app-based technology environment they have grown so accustomed to, it's going to lose the war for talent.

### Partly cloudy

In hopes of addressing this gap between employee expectations and the realities of the workplace, many companies are turning to cloud-based HR systems, which can provide operational flexibility,

more powerful workforce analytics, and lower costs, while offering employees full suites of easy-to-use mobile apps for all kinds of HR tasks. The problem is, many HR organizations are still in the early stages of their transition to the cloud.

Approximately forty percent of HR executives who responded to Deloitte's 2016 Global Human Capital Trends survey said they are only now beginning to make the move to the cloud.

Delays in migrating to the cloud may be caused by a variety of reasons: Sometimes getting funding for HR to make the transformation can be tough. Other times, HR may not be at the top of the list of functions to be moved to the cloud, even if the company as a whole is already in the process of getting there. Some companies may prefer to wait until their on-premise solution achieves the desired return on investment. Others worry they will not be able to replicate, in a cloud-based solution, the level of customization they've worked hard to achieve. And then there are always the security and privacy considerations that need to be taken into account,

But will the talented millennials you hope to hire, and the top employees you already have, be willing to wait that long? It's unlikely. The best candidates, with the highest potential, have lots of choice in the companies they work for, and with the advent of social media, they can find out about key aspects of your work environment before they even step in the door. Meanwhile, your competitors are also moving to implement their own cloud-based, app-dependent work environments—or they've already done so.

#### A solution for HR now

What if there was a solution that enabled HR to bridge the gap between their current systems and the brave new world of userfriendly apps without the potentially long wait to get to the cloud? What if that solution was designed in a way that would let you keep your current customizations, but still achieve the user-friendly interface and mobility your employees are demanding?

especially for global organizations with operations in Europe.

What if installing that solution took less time than it takes to get a customization request filled by your IT partners? And what if it solved some of your biggest frustrations with your on-premise system today? Deloitte has created a solution.

Deloitte's **AccessEdge™** is a new product in the marketplace that's designed to meet these needs. AccessEdge can enable employees to reap the benefits of a highly usable, fully mobile-enabled HR solution that brings forward all of the integrated functionality of the on-premise system. The system lets HR push forward its effort to reach higher levels of employee engagement and work-life balance that can help attract and retain top talent. It can reduce dependence on developers, and ultimately costs, by introducing configurable screens, forms and workflow, and gives companies the breathing room to move to the cloud at their own pace.

Approximately **40%**

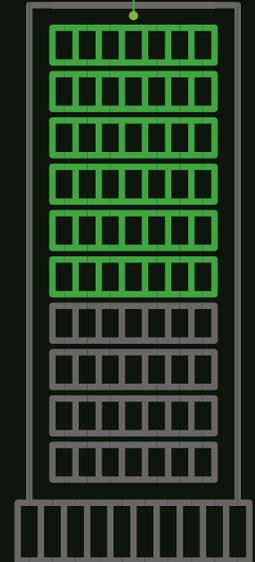
of survey respondents are only now beginning to make the move to the cloud.



user-friendly for a workforce that won't wait

So if you're **one** of the  
"60% of organizations who  
haven't yet migrated to the  
cloud or formulated plans  
to do so"<sup>2</sup>, solutions like  
AccessEdge can help you  
bridge the gap until you do.

**Because your workforce  
won't wait.**



# Meet the team



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# Endnotes

1. "2016 Deloitte Millennial Survey", by Deloitte, 2016 [www.deloitte.com/MillennialSurvey](http://www.deloitte.com/MillennialSurvey)
2. "Global Human Capital Trends 2016", by Deloitte, 2016  
<http://dupress.com/periodical/trends/human-capital-trends>

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