

How Deloitte can help

Cloud roadmap, strategy, digital transformation, and enterprise application implementation

Industry and global business transformation experience

Deloitte accelerator tools and innovative solutions:

- **ChangeScout™**
A change management solution
- **CompareEdge™**
A cloud-based, technology-agnostic payroll parallel testing tool
- **LaborWise™**
A workforce-focused analytics solution
- **Digital Forum powered by ThinkTank Engage™**
A digital engagement platform
- **HR Artificial Intelligence (AI) and RPA Solutions**

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2020 Global Human Capital Trends Report



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Deloitte 2020 Global Human Capital Trends: The Infor Difference



Trend	Infor differentiators
 <p>Belonging From comfort to connection to contribution</p>	Work is personal. Infor Talent Science matches people to meaningful career opportunities using behavioral data and sustains that connection over time as individuals and organizations grow and change. A personalized experience is cultivated by enabling people to work the same way they live in a simple, mobile-first solution.
 <p>Designing work for well being Living and performing your best</p>	Infor understands the need to consider the whole person in order to drive individual and organizational performance. Creating a sustainable environment that promotes the health and safety of the workforce is simply good business. Infor's comprehensive suite of both HCM and WFM cloud-based tools provide people with access and control to everything related to their career.
 <p>The post-generational workforce From millennials to perennials</p>	Organizations need to create a workplace culture that meets universal human needs while at the same time evolving to embrace new norms and expectations of the next generation. The Infor OS platform was designed to adapt and flex based on changing operational models and environmental conditions. One-size-fits-all is no longer effective as each individual is unique.
 <p>Superteams Putting AI in the group</p>	Work has become a team sport comprised of humans and machines. Understanding each individual's strengths, abilities, and characteristics is critical to fielding a high performing team. Infor's Team Dynamics solution provides insight and recommendations into the composition of teams, and Infor's Artificial Intelligence capabilities automate administrative actions to free people up for higher value work.
 <p>Knowledge management Creating context for a connected world</p>	While knowledge is power, the ability of people to share knowledge is the utilization of that power. A transparent environment regardless of physical location is critical for organizations to thrive in today's connected world. Infor's self-service search capabilities, case management tools, and AI-enabled digital assistants provide ongoing access to information needed to predict the future and prescribe appropriate actions.
 <p>Beyond reskilling Investing in resilience for uncertain futures</p>	In today's dynamic environment where future demand remains uncertain, organizations need the ability to quickly upskill and reskill the workforce. Understanding each individual's transferrable skills and career aspirations combined with Infor's flexible scheduling tools enable organizations to quickly adjust to changing conditions.
 <p>The compensation conundrum Principles for a more human approach</p>	Conventional compensation strategies are giving way to pliable pay practices that account for individual differences. Some people are financially motivated while others may be driven by non-monetary rewards. Infor's performance, compensation, survey, and engagement tools help you accommodate a wide variety of preferences and programs.
 <p>Governing workforce strategies New questions for better results</p>	Instead of looking to the past to predict the future, Infor's Machine Learning and Birst Analytics Platform combines real-time and historical data with aggregated views and intuitive dashboards. This blend of operational and people data can enable better decision-making across the enterprise.
 <p>Ethics and the future of work From "could we" to "should we"</p>	Organizations can use Talent Science to reduce bias, improve diversity, and identify individuals best suited for remote work. While the future remains uncertain, organizations that focus on optimizing how people and technology interact can be better prepared for new challenges and opportunities.