Digitalization of HR

Frank Koo

Head of Asia

Talent & Learning Solutions, LinkedIn

The talent landscape is changing fast

Transparency has driven more competition

Skills needed are changing radically

Employee engagement is critical for retention

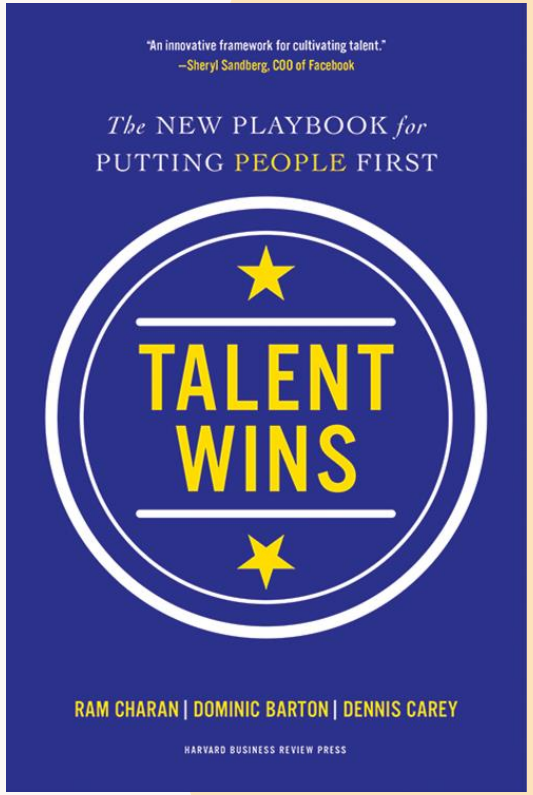
“ Virtually every CEO is asking a daunting set of questions

Are my company’s talent practices still relevant?

**How can we recruit, utilize, and develop people
to deliver greater value?**

How can I be sure that I have the right HR—to drive the changes we need to make?

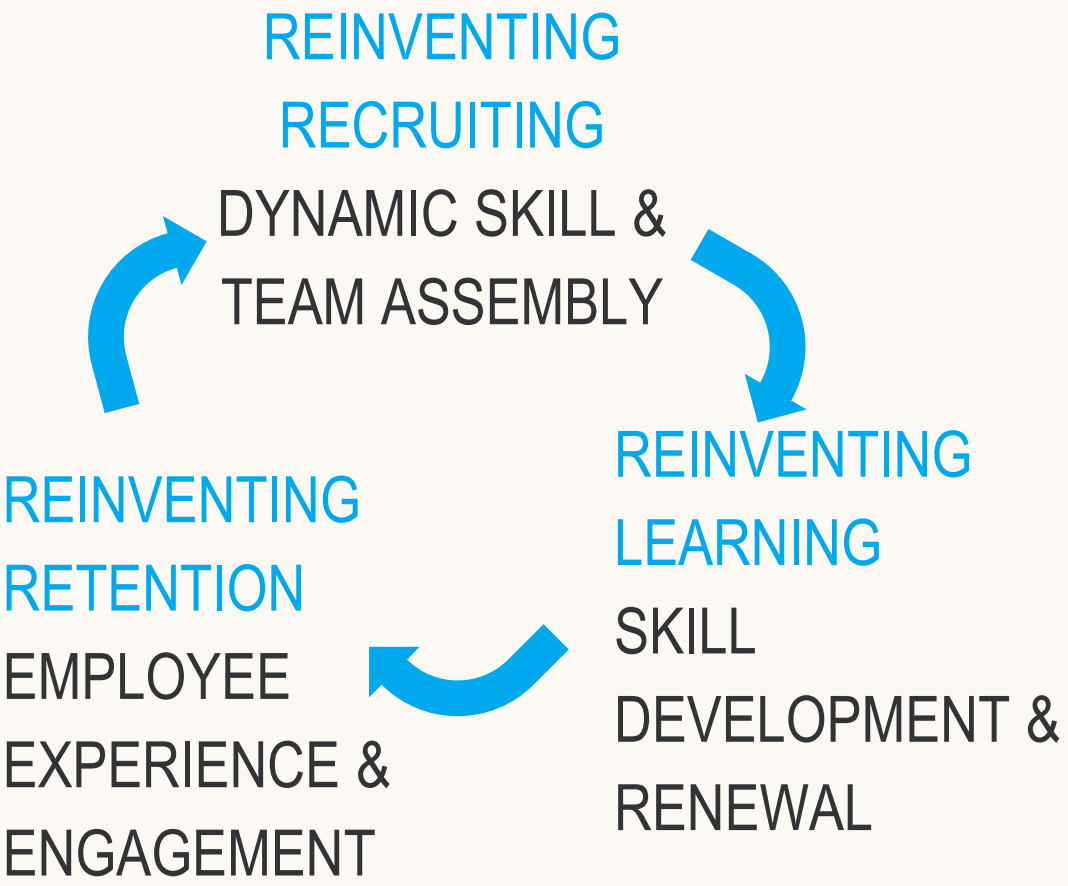
- Ram Charan, Talent Wins



Transformation of HR

From	*To*
Talent Management	*People Success*

Companies are rethinking their talent ecosystem



"In traditional HR, it's really been around how do you operationalize things. **In the emerging world of HR it's really about skills assembly**, which is how quickly can you assemble the skills to act on an opportunity and create advantage."

-LinkedIn Talent teammate

88%

of companies believe they need to redesign their organization to succeed in a digital age."

-Deloitte Human Capital Trends, 2017

Source: co: x LinkedIn stakeholder interviews, 2018, From Careers to Experiences, Deloitte

Digitalization of HR

Talent analytics
Workforce planning
Peer benchmarking

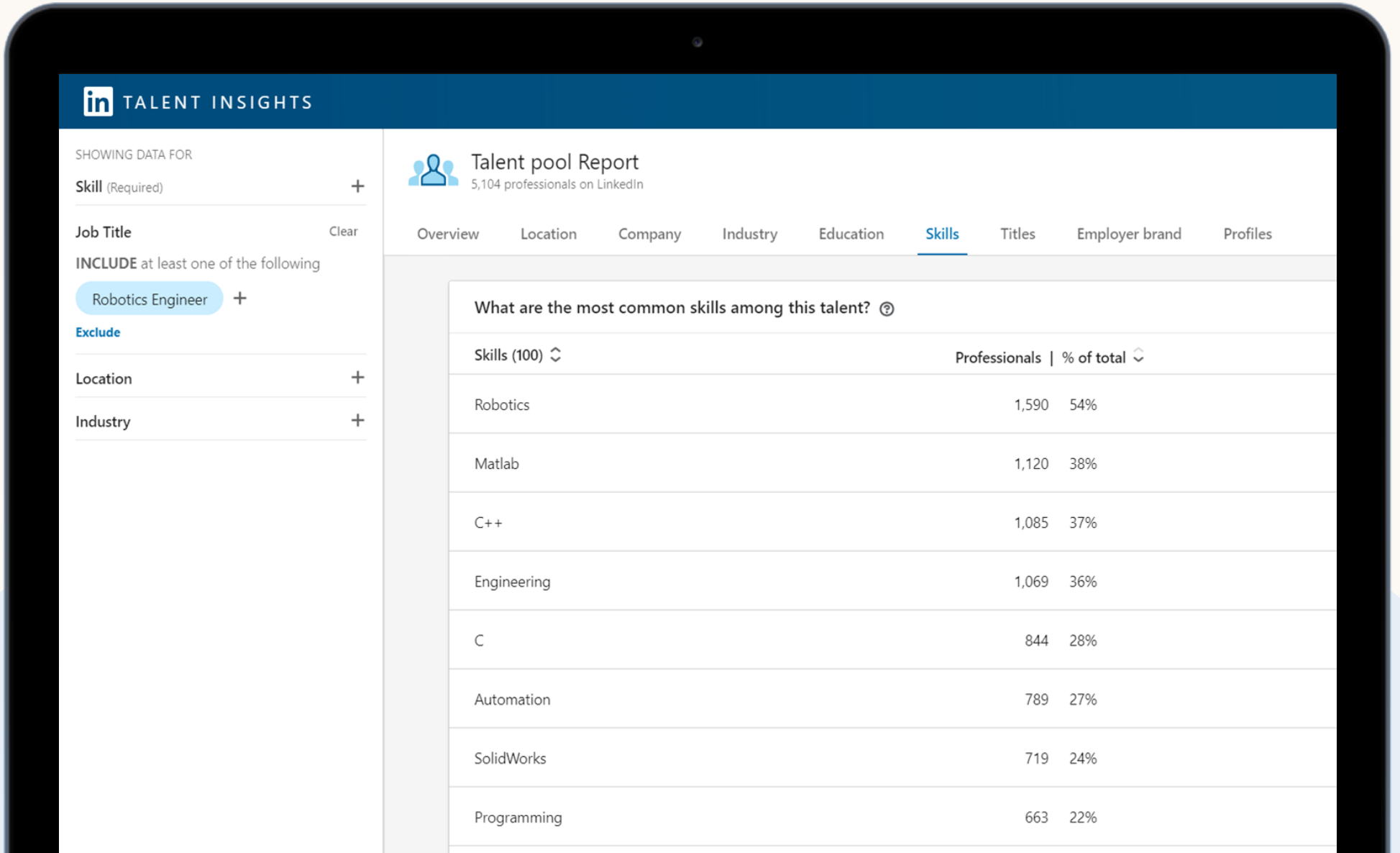
Job posting
Employer brand
Recruitment ads
Company pages
Career pages

Smart sourcing
Pipelining
Scheduling
Collaboration
Candidate rediscovery

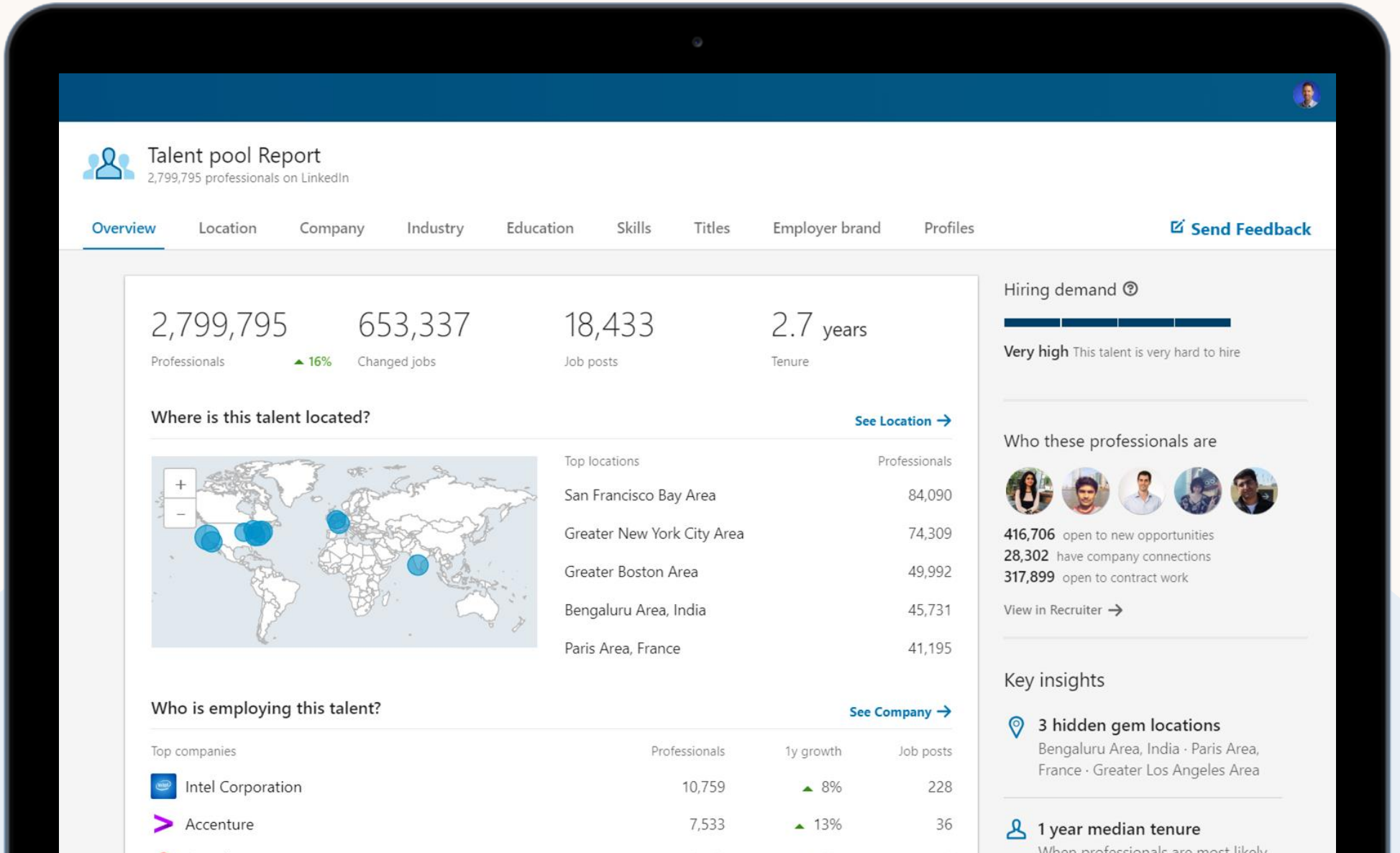
Learning paths
Course content
Learning platform

1
Plan

Gain insights on the skills needed

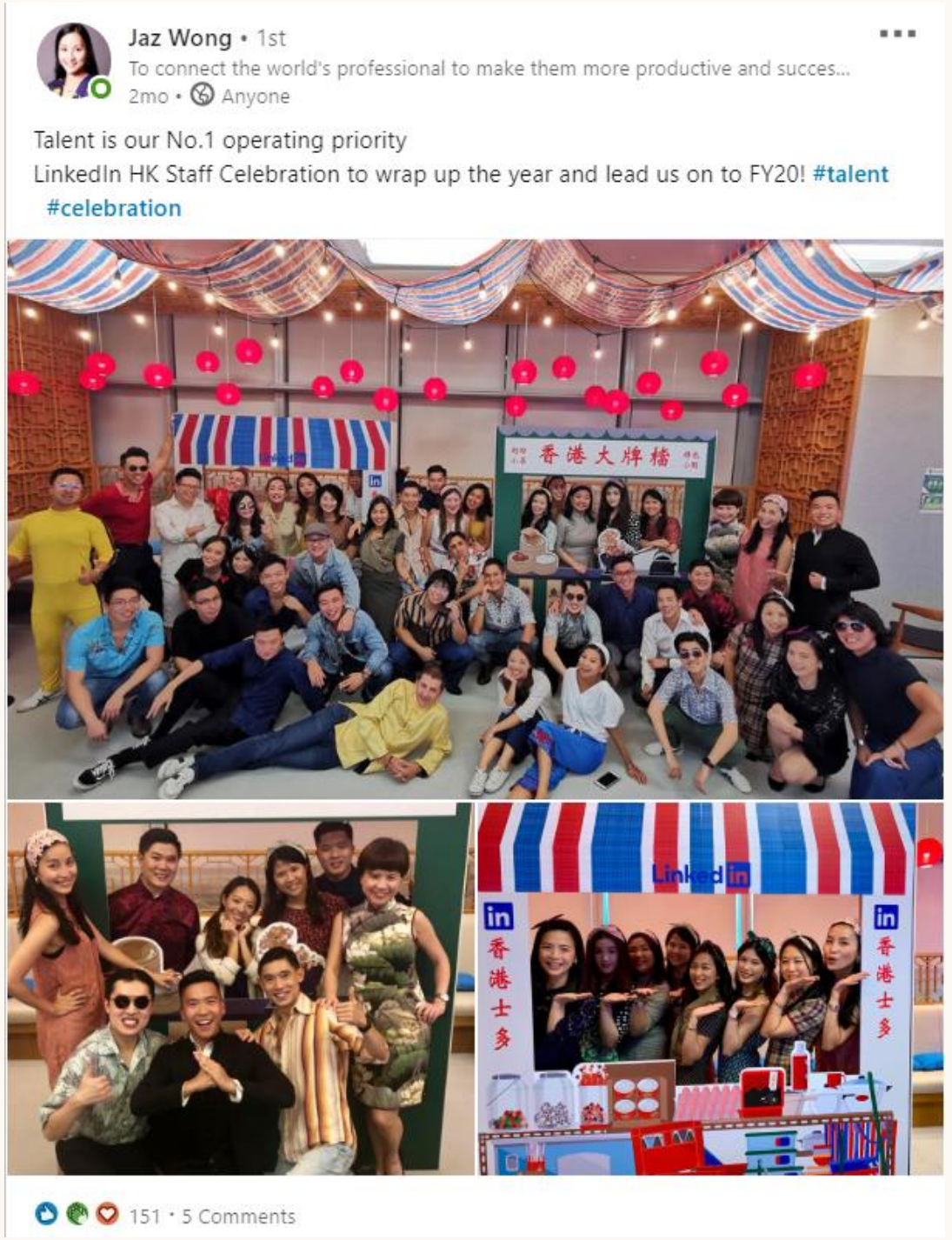


Analyse skills needed by different dimensions

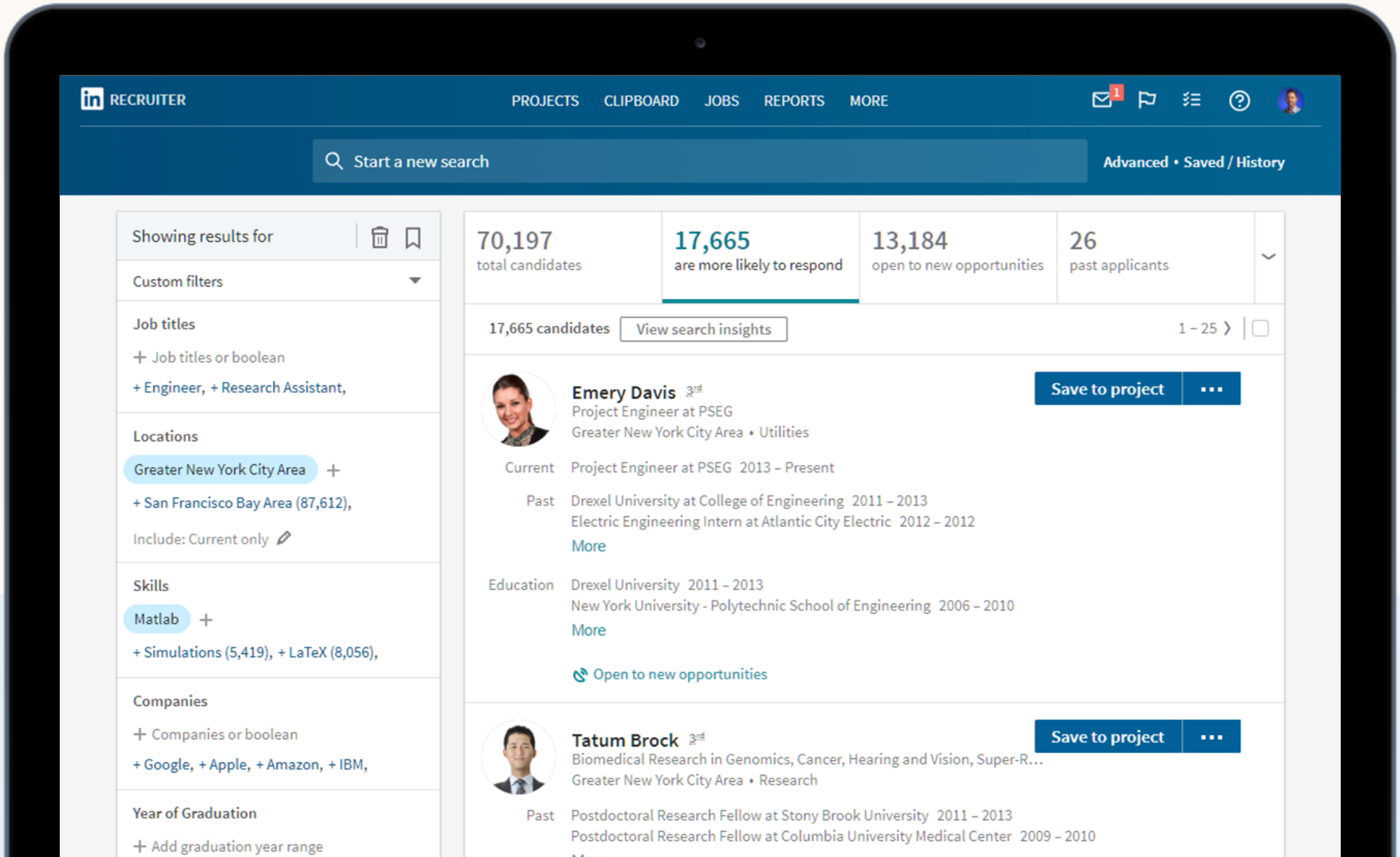


Hire

Build strong Employer Brand

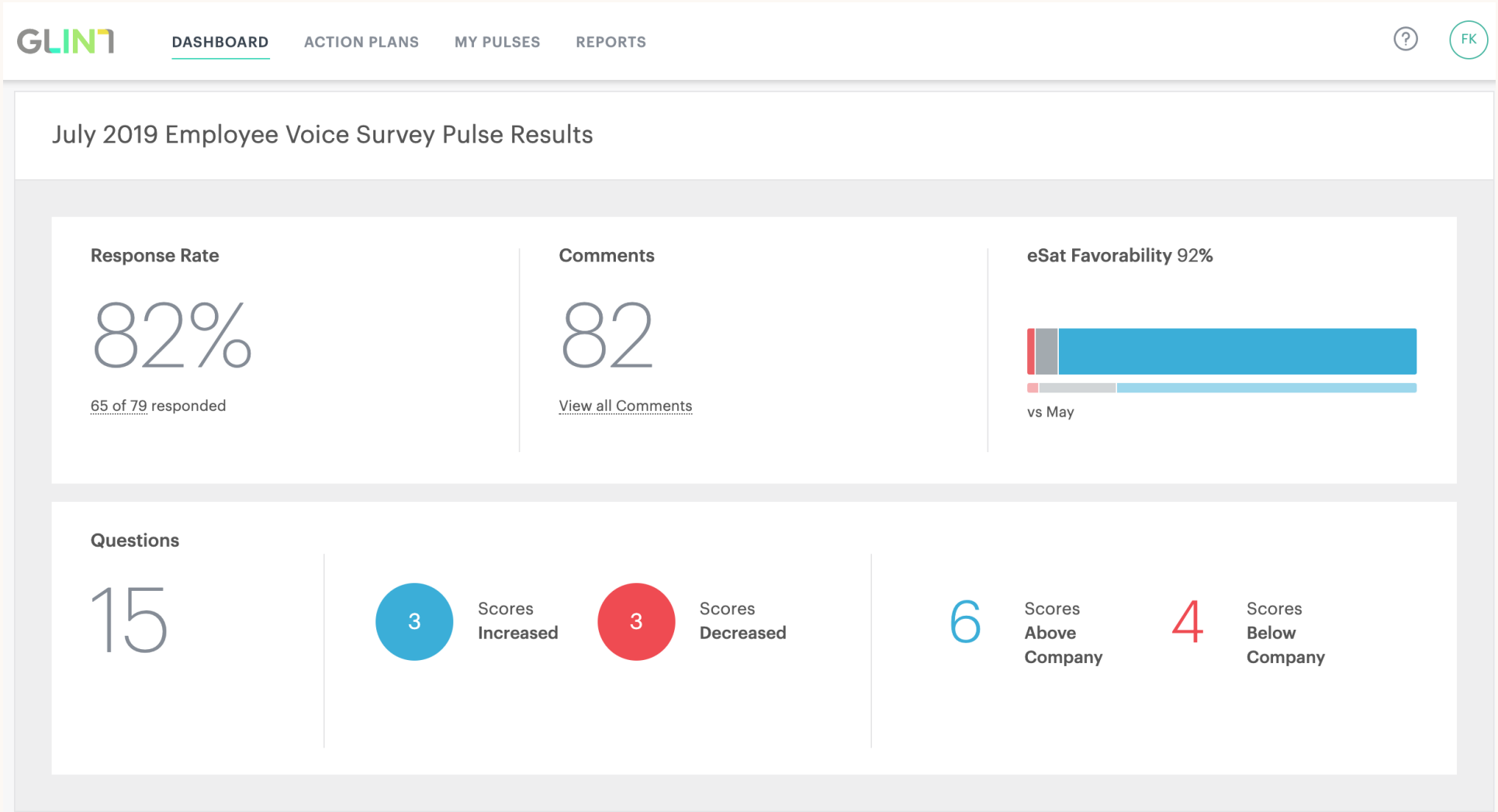


Find people that are likely to respond

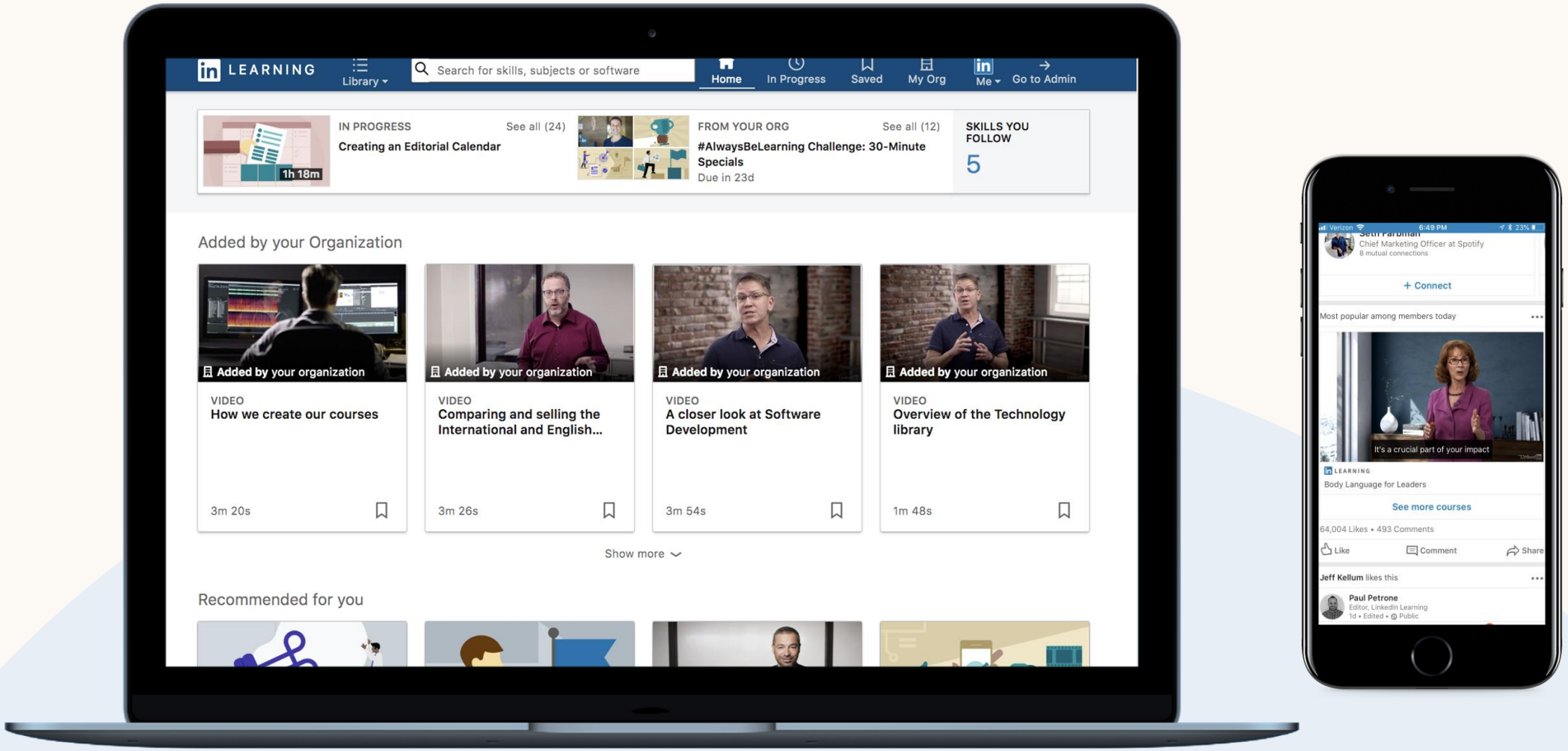


Develop

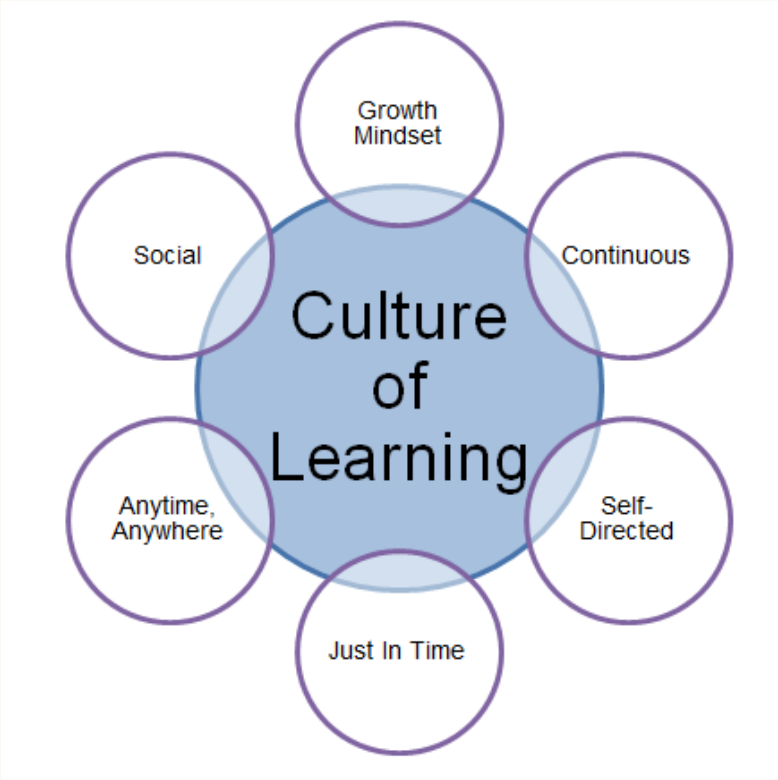
Action-Oriented Employee Survey



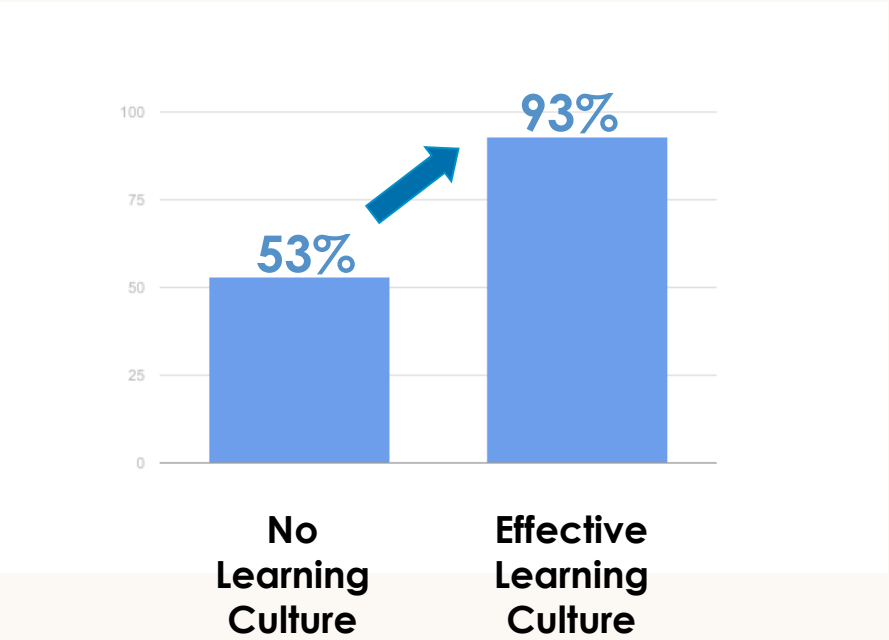
Enable Learning Anywhere, Anytime



Build Culture of Learning



Employee Engagement



Engaged Employees are:

30% more likely to exceed expectations
Performance

73% more likely to be committed to the organization
Retention

38% more likely not to be afraid to try new things
Creativity

Source: McLean & Company: Make the Case for Employee Engagement

Thank
You