

HOW CAN HR LEADERS PREPARE FOR A DIGITAL-CENTRIC WORLD

BE PREPARED TO GO FAST

Can you find the
the **mistake**?

1 2 3 4 5 6 7 8 9

AGROUP – WE LIKE A CHALLENGE

ABOUT US

- Leading HR digitalization service & software provider in Latvia, Estonia, Lithuania & Poland
- HR, Time & Attendance, Payroll – all in one place
- Not a box solution – quintessence of “configurable”
- Always up to date - we take care of legal requirements
- Retail & Production are key verticals

We serve the most reputable employers across multiple industries such as: Telia, Tamro (BENU), Luminor, Ignitis, Drogas, Stockmann, Kesko Senukai, Robert Bosch, etc.



CHANGE IS AGILE

IT MAY SLOW DOWN AND PEAK WITH LARGE-SCALE PROJECTS, BUT IT NEVER STOPS

RESPONSE SHOULD BE AGILE TOO

Agile governance - one of the key factors that determines success of any technology-related project.

Agile = smart, not fast

To be agile, sometimes you must slow down and look back.

"To improve is to change, so to be perfect is to change often"

Winston Churchill

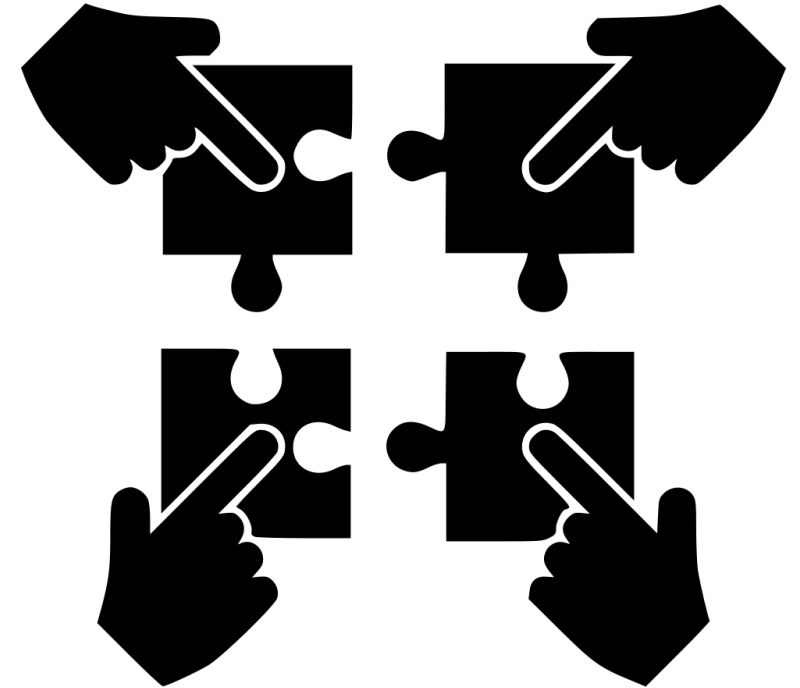


SOLID BASE IS REQUIRED TO BUILD UPON

ANY SUCCESSFUL DIGITALIZATION PROJECT REQUIRES FORETHOUGHT AND PREPARATION

MAIN FACTORS OF SUCCESSFUL DIGITALIZATION

- Agile governance mindset
- Clear & integrated strategy
- Progress measurement and monitoring
- Talent in the right places
- Commitment from stakeholders



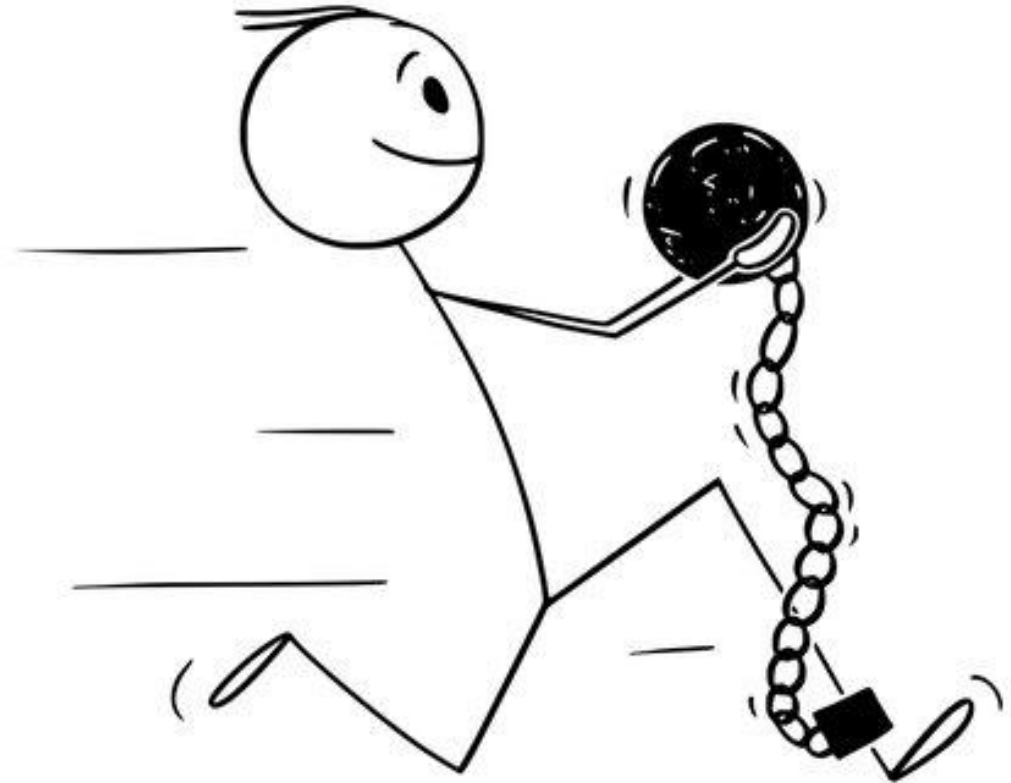
THE ROOT OF THE PROBLEM IS IN THE SUBSTANCE OF CHANGE

MANY COMPANIES STRIVE FOR DIGITALIZATION, BUT OFTEN FAIL TO CAPTURE ALL THE BENEFITS IT PROVIDES

DIGITIZATION vs. DIGITALIZATION

Change needs to be proactive, not reactive.

Technology is not just a tool to digitize processes, it should impact the very essence of processes.



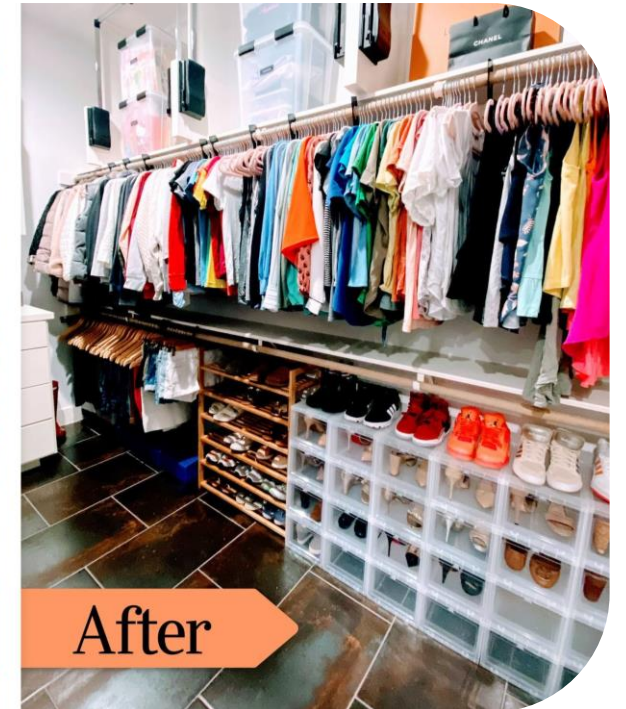
TO BE AGILE YOU NEED TO MEASURE

TO MEASURE YOU NEED TO HAVE A BASELINE

CLARITY OF CURRENT SITUATION IS KEY

Performing and maintaining inventory of processes allows to:

- Actively steer/govern change
- Set clear goals and milestones
- Evaluate the scope correctly
- Easily get people on board
- Rely less on distributed knowledge



TECHNOLOGY REQUIRES PRECISION

IF IT IS NOT CLEARLY DESCRIBED – IT CANNOT BE DIGITALIZED

CLARITY EMPOWERS AGILITY



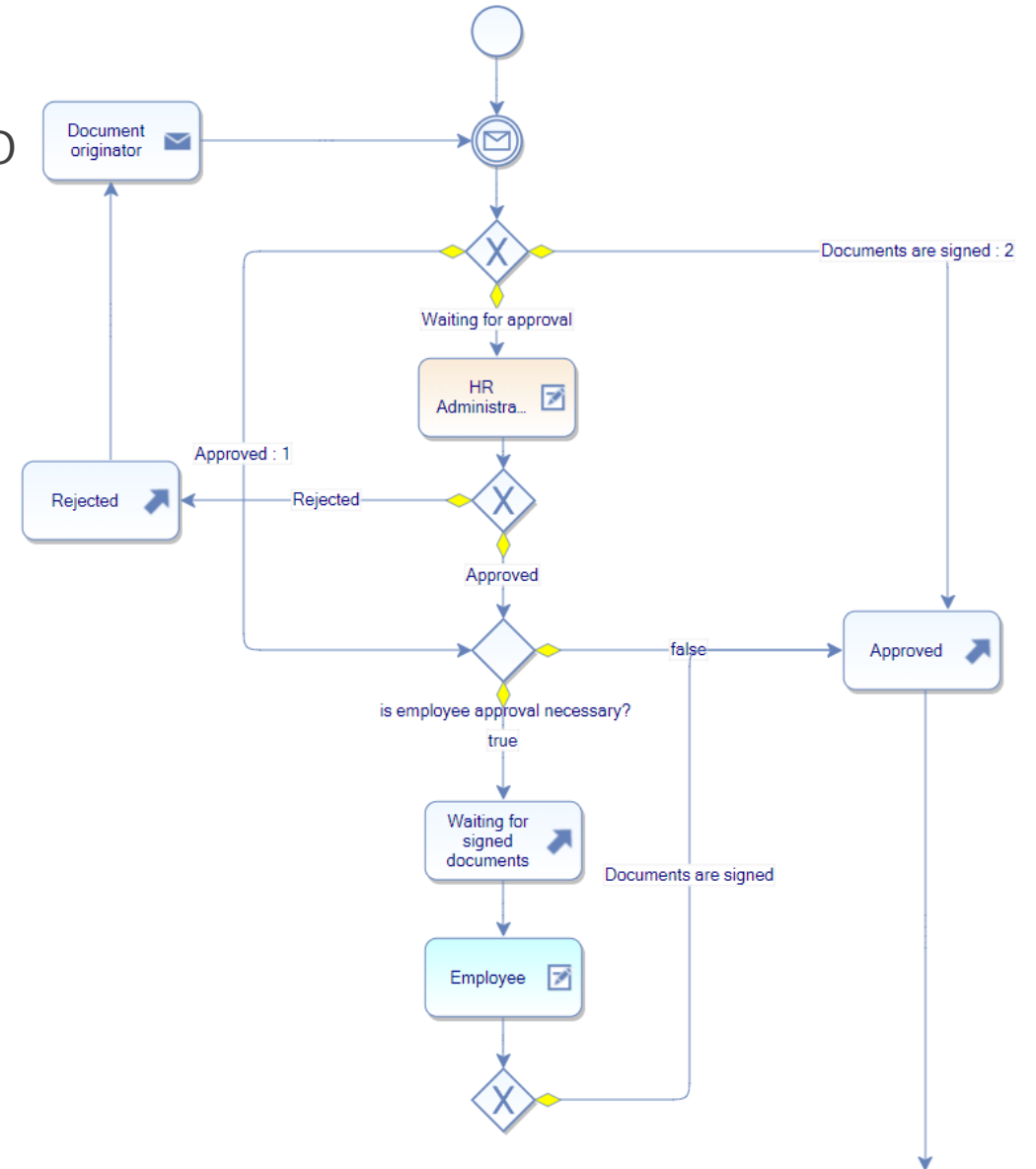
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Luminor



Telia



TO BE AGILE YOU NEED THE RIGHT PEOPLE

DIGITAL TRANSFORMATION COMES DOWN TO TALENT IN 4 KEY AREAS

EMPOWER THE 4 KEY TALENT AREAS

- **Organizational Change Capability** – leadership, teamwork, courage, emotional intelligence
- **Process** – deep knowledge of processes, picking the right tool for the job – incremental or radical change
- **Technology** – existing/new technology, adapting that technology to the specific needs of the business, and integrating it with existing systems
- **Data** – data journey, availability and analysis



PREPARE, CULTIVATE EXPERTISE, EXCEED

PROCESS ANALYSIS AND REDESIGN PAY OFF EVEN IN THE SHORT TERM

TIME IS MONEY

“Process procrastination” will likely lead to:

- Unexpected and inopportune project delays
- Technology itself and its implementation being less efficient

IMPROVE WHAT YOU CAN, AIM FOR MORE

Process inventory will:

- Uncover optimization opportunities that you can capitalize on without large-scale transformation projects
- Make it easier to gain **stakeholder support**, key to a successful digital transformation



Thank You!

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