



NextGen HR Analytics

Providing high valued insights and enable
best informed decisions

www.pwc.de



Companies face key challenges, often related to data-driven decisions regarding HR function and workforce analytics



Do you still trust on your intuition and instinct instead of data?

41%

of CIOs ranked development of data analytics and artificial intelligence skills as number one priority for 2022, PwC Pulse Survey, 2022

46%

of executives were aiming at using AI in workforce decision making in 2022. PwC 2022 AI Business Survey, 2022

Common Pain Points



Structural

- Legacy infrastructure
- Multiple platforms and tools
- Complex data environment
- Poor data quality



Organisational

- Fragmented analytics team
- Limited focus on incubating future vision
- Unclear governance structure

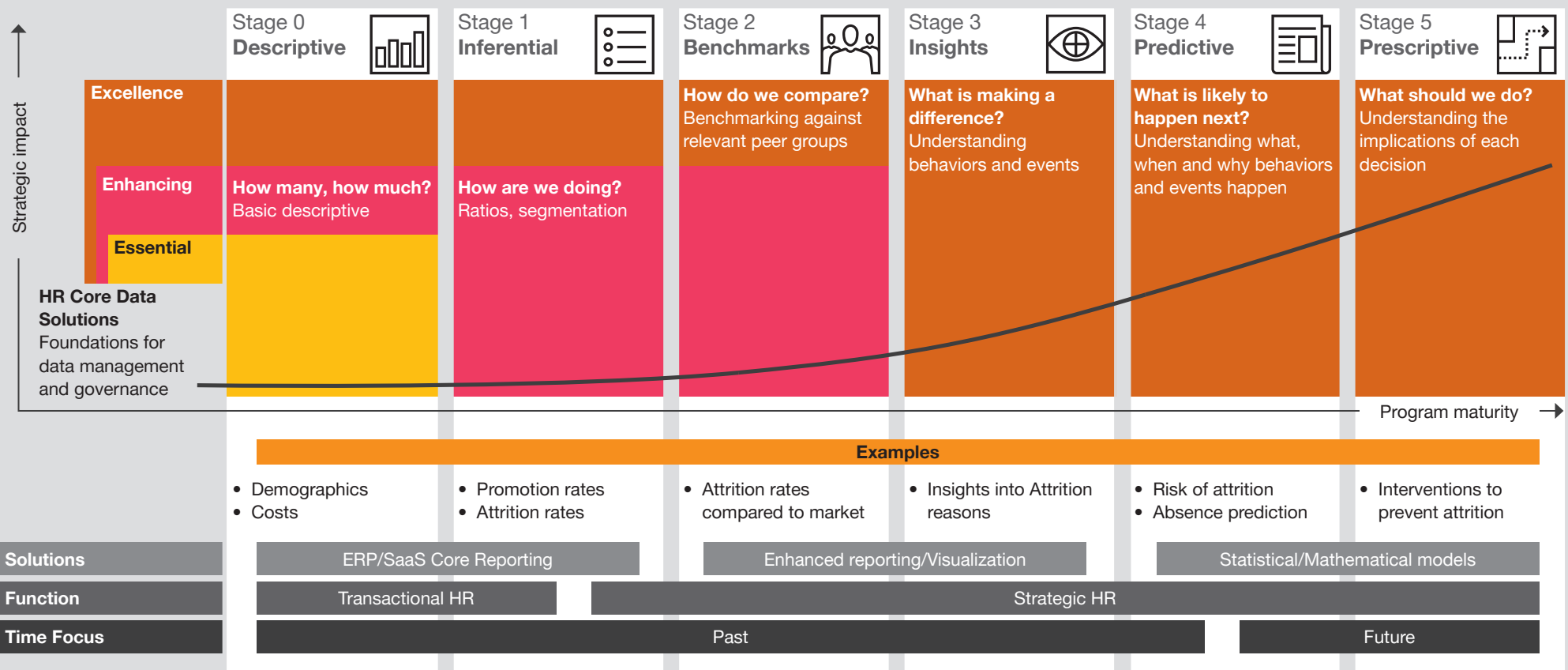


Behavioral

- Intuitive vs. data-driven decision making
- Lack of information sharing
- Spotlight on near-term solution



HR Data & Analytics maturity often limits the relevance and quality of insights provided



We support you through predefined services within HR Data & Analytics



We help you raise the HR Data & Analytics maturity to be able to:

- 1 Understand your HR function and your workforce
- 2 Identify current and future risks & opportunities
- 3 Make sound decisions around the HR function, your workforce and the entire employee lifecycle
- 4 Drive decisions and initiatives while measuring their impact
- 5 Improve HR, your workforce's as well as your company's performance



How we can support you:

HR Data & Analytics maturity assessment

Is my company any good at HR Data & Analytics?

HR Data & Analytics function transformation

How should my HR Data & Analytics function be setup?

HR Data & Analytics setup

What analytics, dashboards and metrics are most relevant for me?

How you can imagine that in practice:

8–10 weeks project with interview-focused part upfront and data analysis afterwards

Up to 6 months as part of a larger HR transformation project or stand alone

Around 3 months for definition of ambition level and explicit solutions

PwC is one of the world's leading HR and change management consultancies

Our NextGen HR Customer Experience experts

Till R. Lohmann

Partner
Email: till.r.lohmann@pwc.com

Johannes Reich

Manager
Email: johannes.reich@pwc.com

10,000 specialists for people and organisations in 138 countries – helping you deliver organisational strategy through people.

Vanguard ALM has ranked PwC as a Vanguard leader in HR operations and HR consulting.

Leading people analytics and insights powered by PwC Saratoga®, the world's leading source for human capital metrics.

We've provided advice on people and organisation issues to 76 % of the Fortune Global 500 in the last two years.

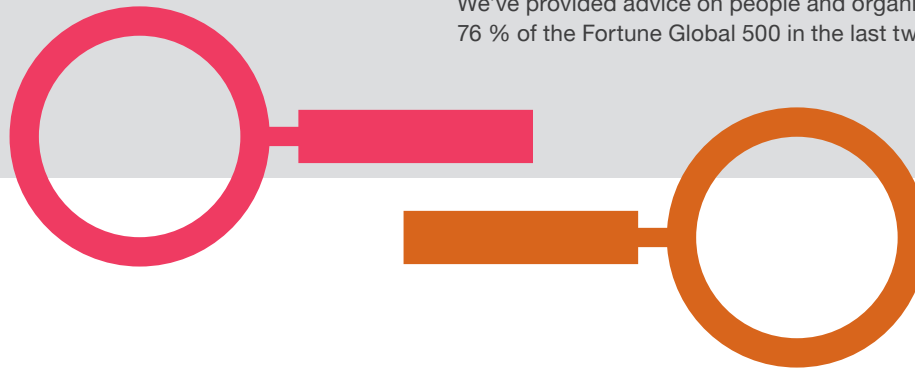
208,000 PwC people worldwide that we call upon to help create the value you're looking for.

Number one globally for HR consulting: the HR Monitor survey of HR directors across the world rates PwC as having the best reputation in HR consulting.

17,500 clients have trusted us to help solve their biggest people and organisation problems over the last two years.

PwC was ranked 4th in Diversity Inc's "Top 50 Companies for Diversity 2017" list.

Strategy&'s Katzenbach Center creates market-leading insights on the future of organisational culture and leadership.



About us

Our clients face diverse challenges, strive to put new ideas into practice and seek expert advice. They turn to us for comprehensive support and practical solutions that deliver maximum value. Whether for a global player, a family business or a public institution, we leverage all of our assets: experience, industry knowledge, high standards of quality, commitment to innovation and the resources of our expert network in 152 countries. Building a trusting and cooperative relationship with our clients is particularly important to us – the better we know and understand our clients' needs, the more effectively we can support them.

With our HR Transformation consulting services, we advise our clients building the next generation of HR. Whether it is about checking the maturity of their current HR function, laying out strategies for robust and resilient HR designs for more agility and versatility or about implementing digital HR service platforms for more customer-centricity, our team of HR transformation consultants acts as trusted advisors for our clients.

PwC Germany. More than 13,000 dedicated people at 21 locations. €2.61 billion in turnover. The leading auditing and consulting firm in Germany.

PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft adheres to the PwC-Ethikgrundsätze/PwC Code of Conduct (available in German at www.pwc.de/de/ethikcode) and to the Ten Principles of the UN Global Compact (available in German and English at www.globalcompact.de).

© February 2023 PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft. All rights reserved. In this document, "PwC" refers to PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, which is a member firm of PricewaterhouseCoopers International Limited (PwCIL). Each member firm of PwCIL is a separate and independent legal entity.