



# Three ways your organization can build modern HCM

The importance of the workforce has climbed to the top of organizational leadership's agenda. **And although leadership identifies the workforce as a key differentiator, their confidence in HR is lacking—only 34% believe HR is ready for challenges ahead.** If you're still working with traditional HR practices, it's possible you're already behind. You have to ask yourself if you have the HCM tools and capabilities you need to get top talent in place and empower your teams.

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Here are three things you should do to build a modern HCM strategy and the characteristics you'll find in the right tools.

1

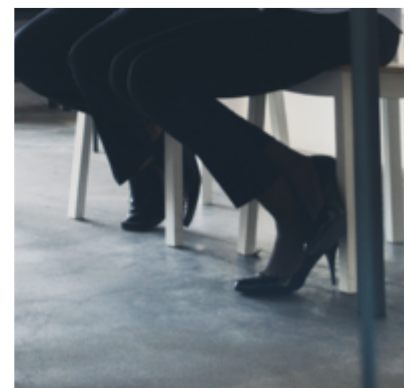
## Expand capabilities and simplify experiences

You need HR to be strategic so they can unleash the potential of your people and support growth across the organization. To do that effectively, be sure you have broad capabilities in your HCM solution that support the optimization of both your talent and your HR team. You can optimally deploy and develop your workforce only when you have a complete picture of them. And to simplify efforts further, consider one complete solution from a single vendor. **Nearly 40% of organizations are planning to use fewer software vendors as they consolidate across their HR technology portfolio.**

## 2

### Gain insight for better decisions

You value your people, but that doesn't make it easy to implement decisions that consistently maximize employee strengths in the right moment. A modern approach to HR requires the use of pertinent data based in science and analytics. To put the right person in the right role at the right time, you need to take advantage of behavioral insights and predictive analytics. Applying objective data and powerful science to important talent processes like selection, learning and development, and succession helps your teams make more informed decisions. Be sure the HCM tools you choose are sophisticated, yet intuitive—they're highly intelligent, but actually easy to use.



## 3

### Build greater workforce agility

Today's distributed workforces benefit from modern HCM that keeps up with their changing needs through accessible and relevant tools. When that happens, they are able to get more work done wherever they are located, but that requires flexibility. Implement intuitive software that empowers employees—and managers—to own and use HR processes with minimal support from your staff. To keep up, you should be sure your HR technology offers the strategic options you need today, and the ability to adjust in the future as priorities change. Cloud technology is also essential when it comes to elevating your flexibility—delivering true costs savings to your business by eliminating traditional expenses like on-premise software maintenance, sensitive hardware issues, and disruptive upgrades.

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