KPMG

Looking at the future of HR

Developing Blueprints | part of KPMG Powered HR

September 2020

There is a shift in workforce needs

What we see trending

Individualization of workforce needs

Workforce expectations changing. Talent is rare, in demand and expects a more personalized approach.

For workers, there is an unquestionable need to be able to take personal responsibility for lifelong learning and career development.

Many factors are contributing to this shift. Rapid technological innovations allow for tailored user content and the employee-employer relationship is changing fast. Research points towards the importance of work that aligns with an individual's identity; meaningful work is a significant driver of engagement and employee morale.

Do we continue to rethink what 'development' means in the context of the organization? Also, do we align learning with business needs on the development agenda, with a clear governance model and business goals to make learning simple and predictable?

What do our clients tell us?

1. *I can't believe my organization does not provide a vision on learning governance that is logical and understandable for all employees*
2. *Develop and describe visions and blueprints for career path purposes and associated development offerings*
3. *We can't find the learning we need*
4. *Our (internal) vacancies and job level framework should be simple, logical and understandable to everyone*
5. *We have multiple models for the same purposes (personality, feedback, leadership models, etc.)*
6. *We want focus on creating learning appetite/curiosity*
7. *We need a curriculum and learning products in alignment with the overall learning and business strategies*

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Our leading practice solutions

Create a consistent set of blueprints

To guide employees to stay on track or to change their career and discover their development needs, blueprints of skill & competence requirements (mostly based on your job level framework) are essential.

The expert in anything was once a beginner

Guide employees in curiosity by creating tangible discoveries and foster learning appetite. Help them measuring their learning distance and provide clarity on what experience is required for progress and growth.

Blueprints

The organization’s cohesive aggregate of overall business requirements and a shared common taxonomy of competencies, experiences, skills, and responsibilities

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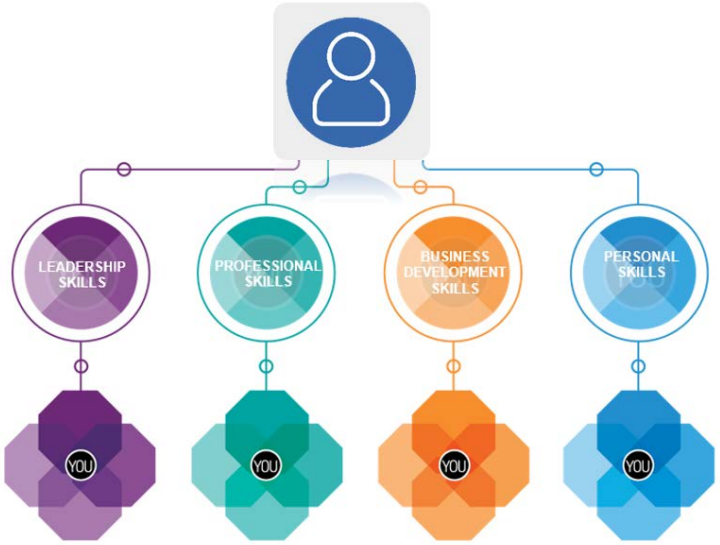
Our consistent set of blueprints example (used by KPMG)

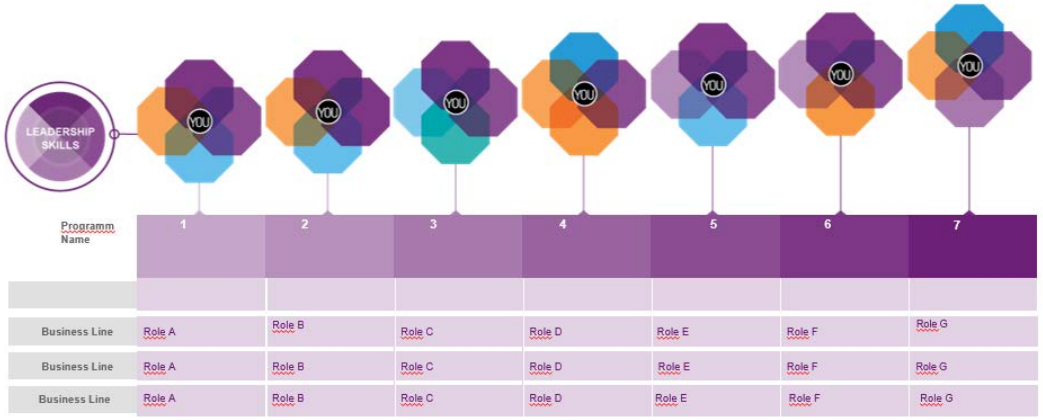
The Blueprints

The organization's cohesive aggregate of overall business requirements and a shared common taxonomy of competencies, experiences, skills, and responsibilities



Curriculum Example (leadership)

You can use the blueprints as a consistent vision guide for a continuous development process



You can use the Blueprints for Learning & Development, your Job level framework, Assessments and Recruitment

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Blueprints part of KPMG Powered | HR

“An outcome-driven functional transformation solution that combines deep HR knowledge, proven delivery capability and leading practices to support your organization to change the way people learn.”

Key outcomes sought:

- A single vision of learning, feedback and consistent language
- Providing a vision of a learning governance that is logical and understandable for all employees
- Focus on creating learning appetite/curiosity
- Vacancies are becoming simple, logical and understandable to everyone

How Powered HR helps:

- Immediate access to leading practices and HR service delivery models
- Technology enabled efficiencies and insight
- Guided process with array of HR assets and accelerators
- Transformation of the employee experience
- Today, rather than tomorrow

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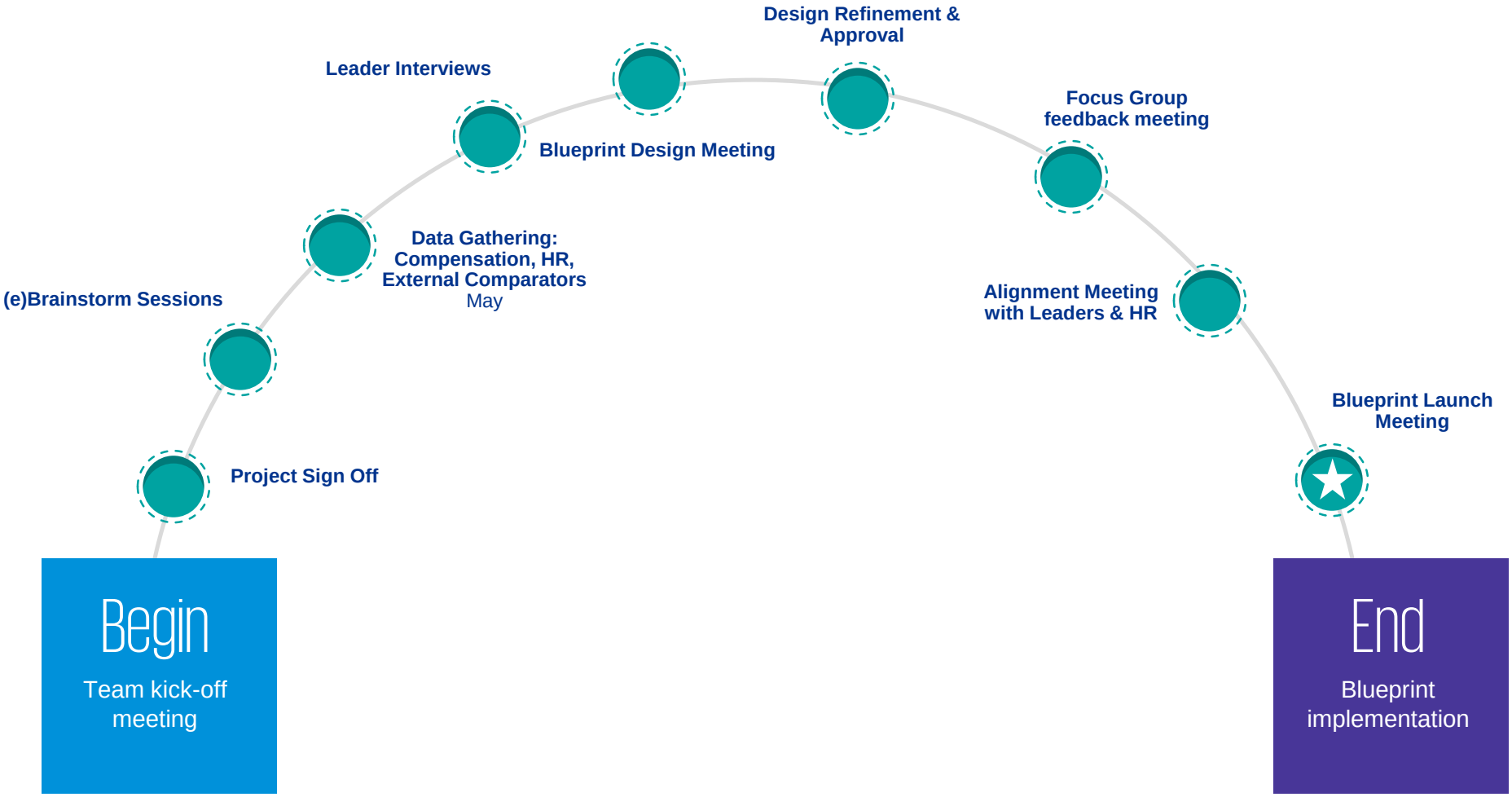
How can this look for you?
Implementation steps (proposed)



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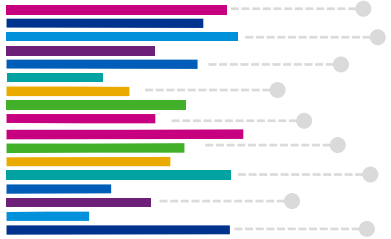
Learning part of KPMG Powered HR

Over the years KPMG gained all the HR knowledge to help you to successfully integrate the Blueprints into your HR function

7
Interconnected design layers

10 **Powered platforms**

Functional areas 9



3563
Role-based process flows

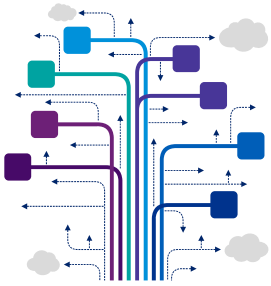
3802
Leading practices

35
Process taxonomies

27
Maturity models

3303
Reports and dashboards

2805
KPIs linked to benchmarks



35
Optimized service delivery model overlays

3733
Risk measures

3870
Security controls

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Interested to find out what impact Blueprints can have on your business?

Please contact:

Alex Baggerman

KPMG Advisory
Finance & Business Services
Mob: +31 6 12990754
baggerman.alex@kpmg.nl

Also visit www.kpmg.com/poweredhr to find out more about Powered | HR

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