

## Pwc Hr Shared Services Challenges To Overcome

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64% think HR should evolve into a talent developer or a change leader in the organisation and 48% believe the HR function is crucial in driving changes to mindset and culture. The biggest challenges to digital transformation are mindset barriers (55%), budget restrictions (51%) and lack of understanding what digital transformation means (48%).

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Our HR Services & Outsourcing Network brings together organisations at the forefront of HR Services development, to share experiences, best practice and to discuss the latest market trends. The HR Services & Outsourcing Network is exclusively for senior HR and shared services professionals and the agenda is driven by the members.

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Voice of customer: key stakeholder insights into current state, pain points and optimisation/ improvement opportunities in three HR components as well as shadow HR; Shared services: Due to the pressures on transactional/ shared service employees due to low uptake of self service, the client was unable to reduce the size of its in-house shared service centre in line with 2013 recommendations. This greatly added to the cost base and was a contributory factor in the organisation's failure to ...

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Business challenge. Our client had multiple shared services for their various HR functions, which meant that the team were not joined up and executing their HR strategy in the most efficient way. In addition they were underutilising data and were unable to use it to make key decisions. Underpinning these challenges was the fact that the organisation has a culture of bureaucracy and red-tapism, making it difficult to bring about change.

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Shared Services: Multiplying Success 11 Key findings Shared Services still are a key driver for efficiency increase and cost reduction Implementing a Shared Service Center can enable companies to achieve cost savings in excess of 30%. At the same time Shared Services significantly improve the quality of services.

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Whether you are looking for solutions around your employee reward, the makeup and shape of your workforce or the development of your pension strategy, we work with you at all stages of your employee lifecycle, helping you to build and retain a high performing workforce and HR function.

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Employees are your biggest asset, but they can also be one of your biggest challenges. Attracting, retaining and developing a productive workforce is key for competitive advantage. Our Workforce Management team work with you to help you to optimise the HR function and maximise the way your people work throughout the employee lifecycle.

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12 Shared Services – the Edge Over Management summary This year's shared services survey "Shared Services – the Edge Over" ran from April to September 2013. One-hundred companies from all over the world took part in the survey, representing a total of 377 shared service centres (SSCs) worldwide.

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Design. Design a HR strategy aligned to your organisation's objectives. Assess and improve the effectiveness of the HR function, including strategic impact, delivery model, and the practices, competencies and capabilities of HR staff. Design shared services and outsourcing strategies.

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The HR department of a large consumer products manufacturer set up a Shared Services Center and global Centers of Excellence to better meet the business's objectives. Client challenge PwC's solution

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