

HR & The Digital Workplace

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October 19, 2016



Why We Are Talking About HR



Human
Resources

HYPERMARKET
ГІПЕРМАРКЕТ

Should I Stay or Should I Go

- **Why HR is an a key anchor tenant**
 - Applicable to every employee – increases traffic
 - Integrated UX
- **Why HR might want to leave the mall**
 - To create a better customer experience of their own
 - To remodel their area faster
 - To have more control

400



workday.

ORACLE

WORKTERRA
Human Capital Management

WorkForce
SOFTWARE

SkillsEngine™
EMPOWER. ALIGN. FUEL.

HighGround

gro
PEOPLE

Withings®
Inspire health

CAREER
BUILDER™

Culture Amp

globoforce*

Recruiter

randrr

QuickBase

onesource
VIRTUAL

Deltek.

Inspirity.
Inspiring Business Performance®

sumtotal.
A Skillsoft Company

cornerstone
realize your potential

SAP SuccessFactors

SAP

ICA

RESTLESS BANDIT

FileBRIDGE®
by Arcess

entelo

kununu

Willis
Towers
Watson

ADP

LinkUp

Dovetail
SOFTWARE

REPLICON™

VISIER

GLINT™

businessolver™

PayScale
HUMAN CAPITAL

aasonn

EPICOR.

connecture

iSolved™

walkme
Instantly Simple.

SAP Fieldglass

Litmos
by CallidusCloud

The Lines Have Blurred

7

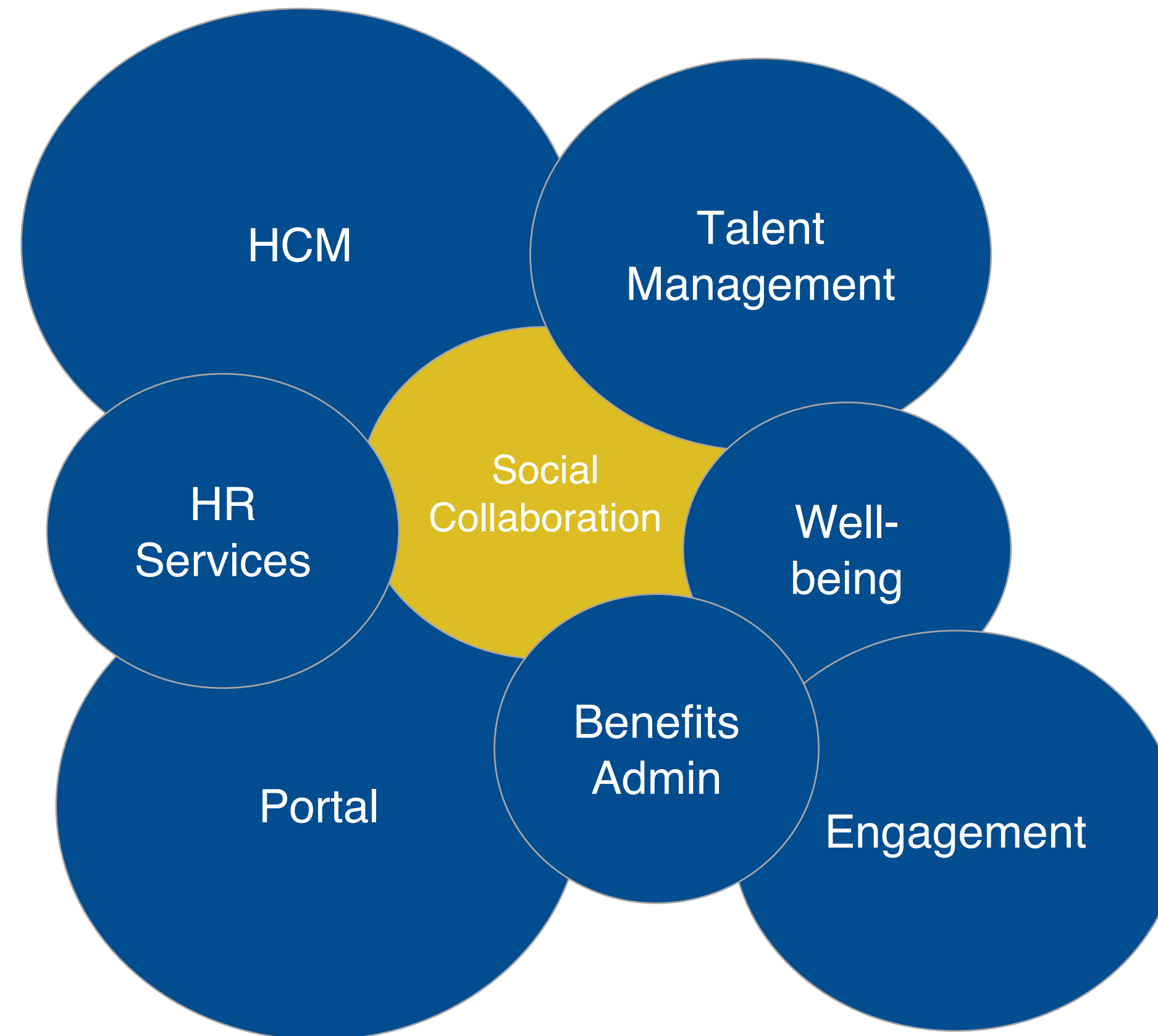
Targeted action plans and messaging for your employees. Easy-to-use and integrated—**any time, any place, on any device**, and in any language. **Hyper-personalized experience** ultimately leads to improved employee productivity and reduced costs—delivering **better results to your bottom line**.

*Life@Work (Conduent - formerly Xerox) –
Global HR Portal*

Help employees reach their full potential and drive business forward. Use this **social hub** to access information about benefits and compensation, systems and tools, and more. Platform helps you build a **mobile social intranet**. Provides, centralized case management with multi-channel support.

Salesforce.com – CRM

A **centralized employee communications and engagement portal** that seamlessly connects employees with relevant programs, benefits, tools and information.
Virgin Pulse Hub - Employee Well-being



Includes the consumer Web and **social networking** features employees have grown to know and love. You can follow colleagues, projects, and processes, tag content, create discussion threads, and curate activity streams.

Workday - HCM

Optimize **workforce productivity** and **accelerate innovation** with **social collaboration**. Easily connect employee with on-premises or cloud-based apps like ERP, time and attendance, and benefits using **Seamless integration**.

*Employee Central (Success Factors)
Talent Management*

Your Intranet





Intranet

**3rd
Party
App**



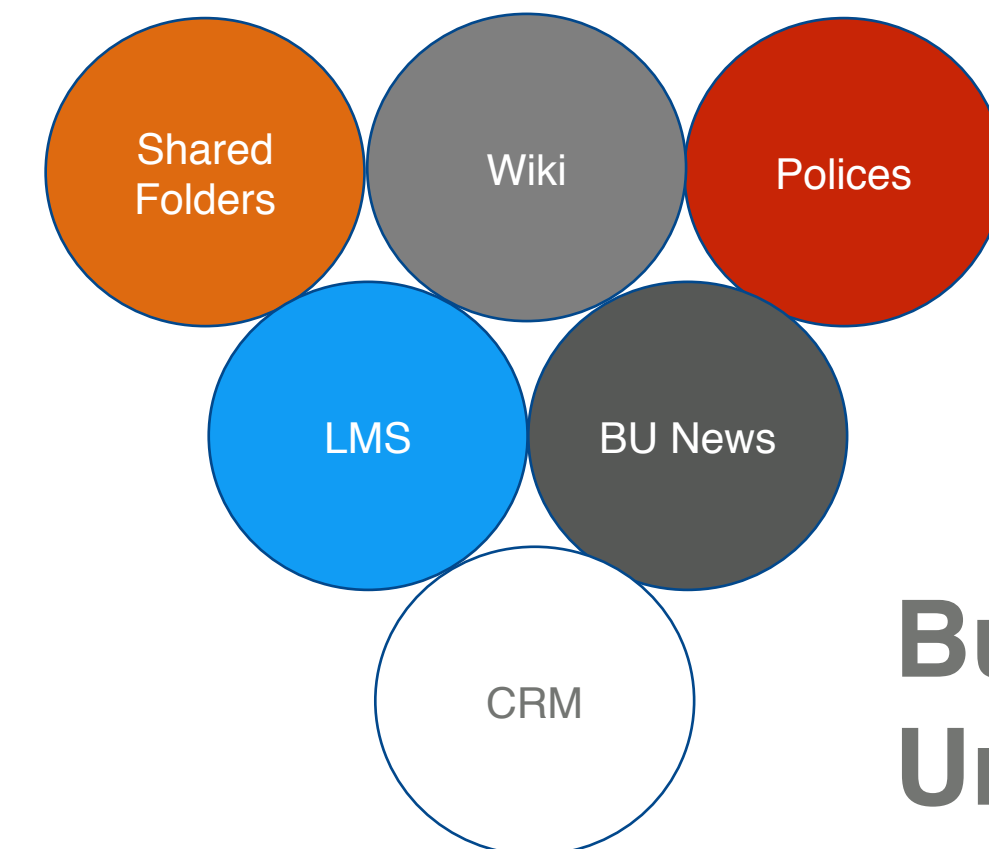
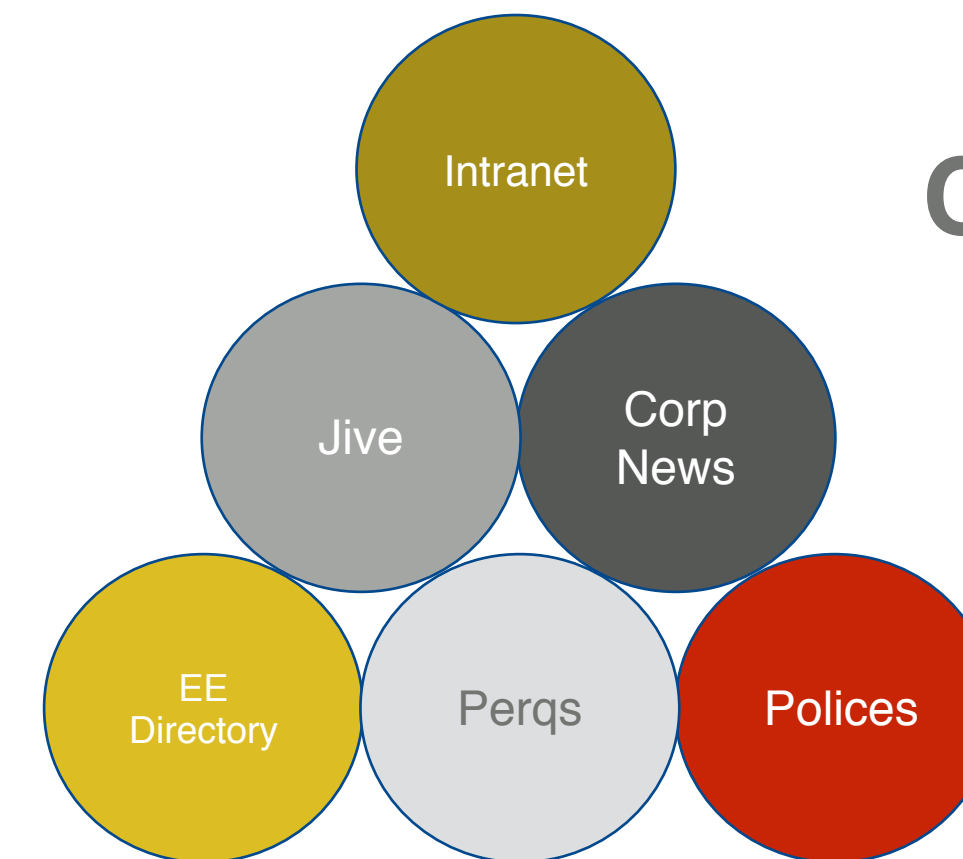
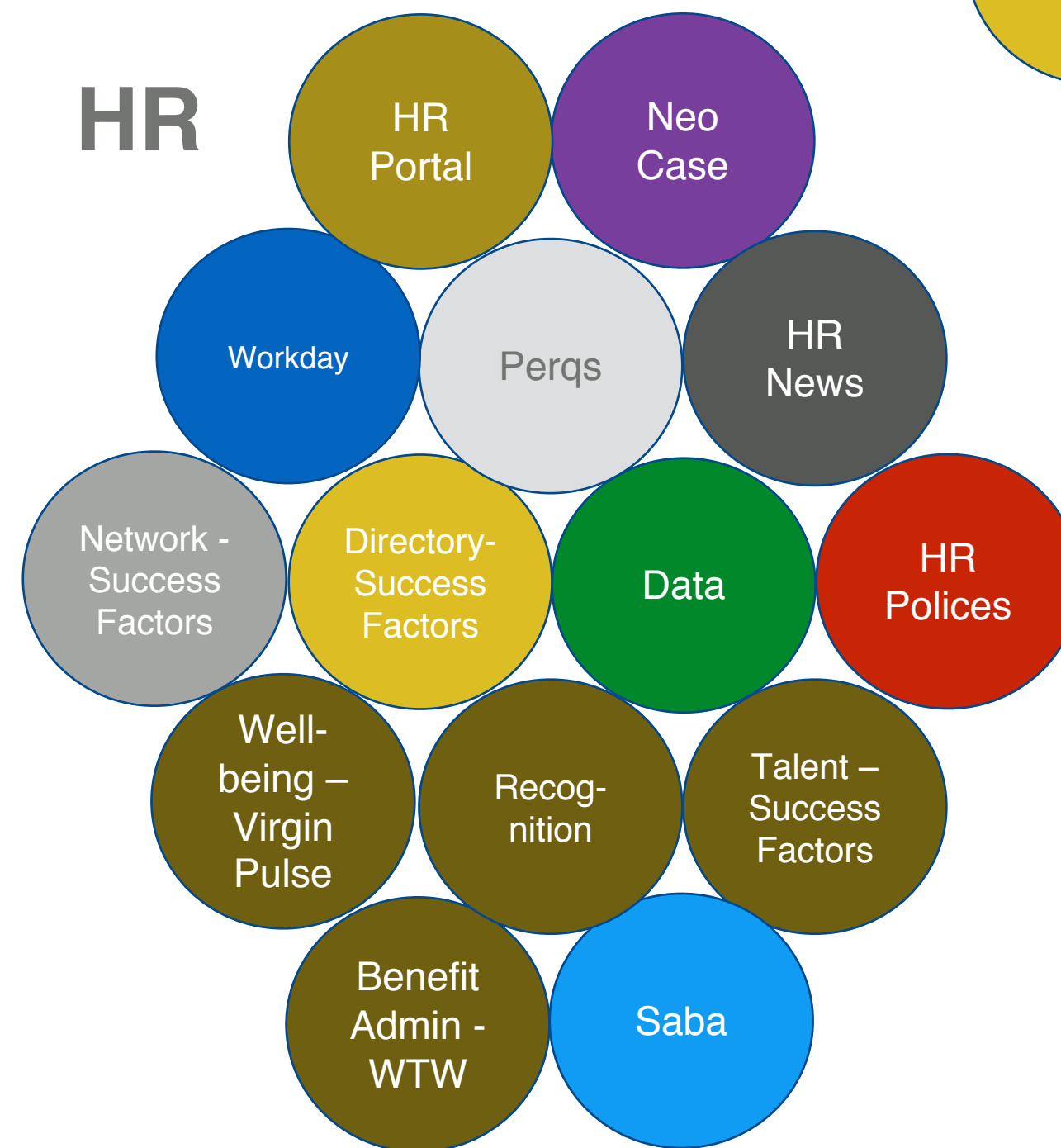
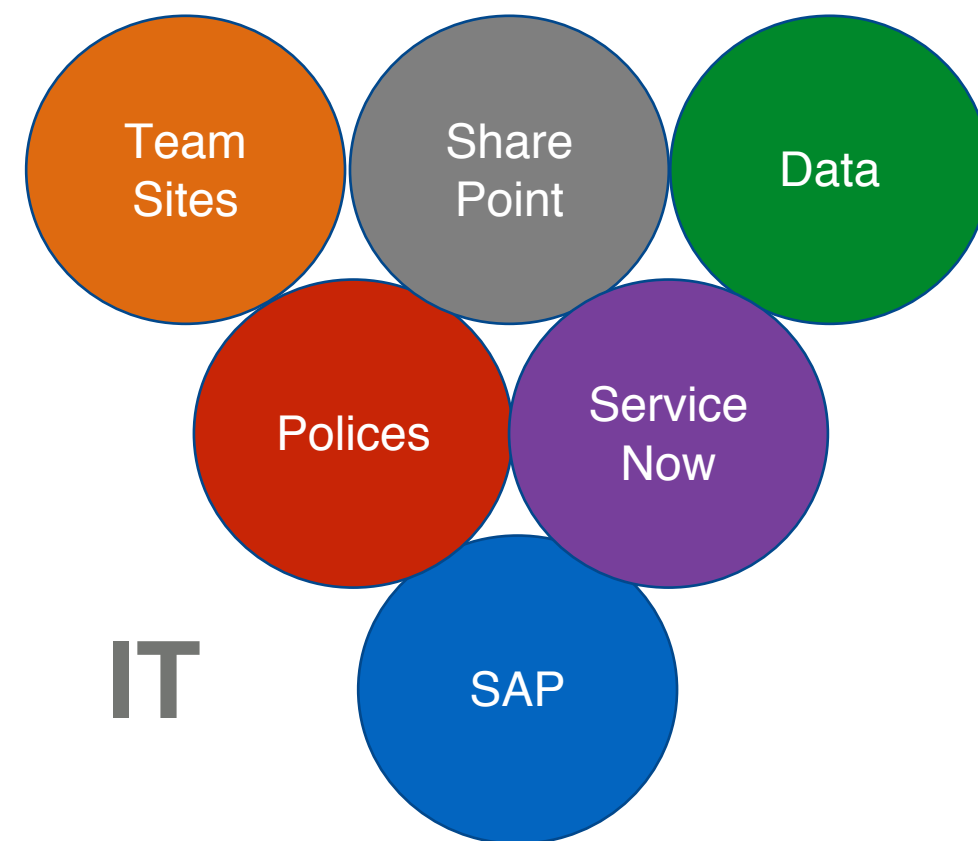
Opportunity or Just a Dream?

- **Opportunity:** The Intranet can be the place that delivers a unified experience, context and connection to the digital workplace – fills in the holes, brings major brands into the mall
- **Benefits:**
 - Higher employee productivity & satisfaction
 - Lower HR service delivery cost
 - Better communication
 - Improved employee engagement and customer satisfaction
- **Good news:** You don't have to procure and implement new technology to do it

The Digital Workplace Ecosystem

12

- Look for potential redundancies
- How employees currently get information and get their job done.
 - Digital: including messaging, email, etc.
 - Non digital: face-to-face, hack session, print communications




Customers in Common

- Employees as consumers
 - Customer Experience
 - Design Thinking
 - Behavioral Science
- It's more about the places they go than technology used


Employees are frustrated. They often see technology as an obstacle they are being forced to use, not an enabler.

If Amazon.com was an Intranet



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Amazon Investor Relations

In the Spotlight

10/13/16


Amazon.com to Webcast Third Quarter 2016 Financial Results Conference Call

07/28/16

Amazon.com Announces Second Quarter Sales up 31% to \$30.4 Billion

07/14/16

Amazon.com to Webcast Second Quarter 2016 Financial Results Conference Call

 Webcast

Q3 2016 Amazon.com Inc Earnings Conference Call (Live)

10/27/16 at 2:30 p.m. PT

Stock Quote

AMZN (Common Stock)

Exchange

NASDAQ (US Dollar)

Price

\$825.78

Change (%)

▼ 3.5 (0.42%)

Volume

1,917,345

Intraday High

\$835.74

Intraday Low

\$823.55

52 Week High

\$847.21

52 Week Low


\$474.00


Data as of 10/14/16 1:35 p.m. ET


Minimum 20 minute delay


[Refresh quote](#)


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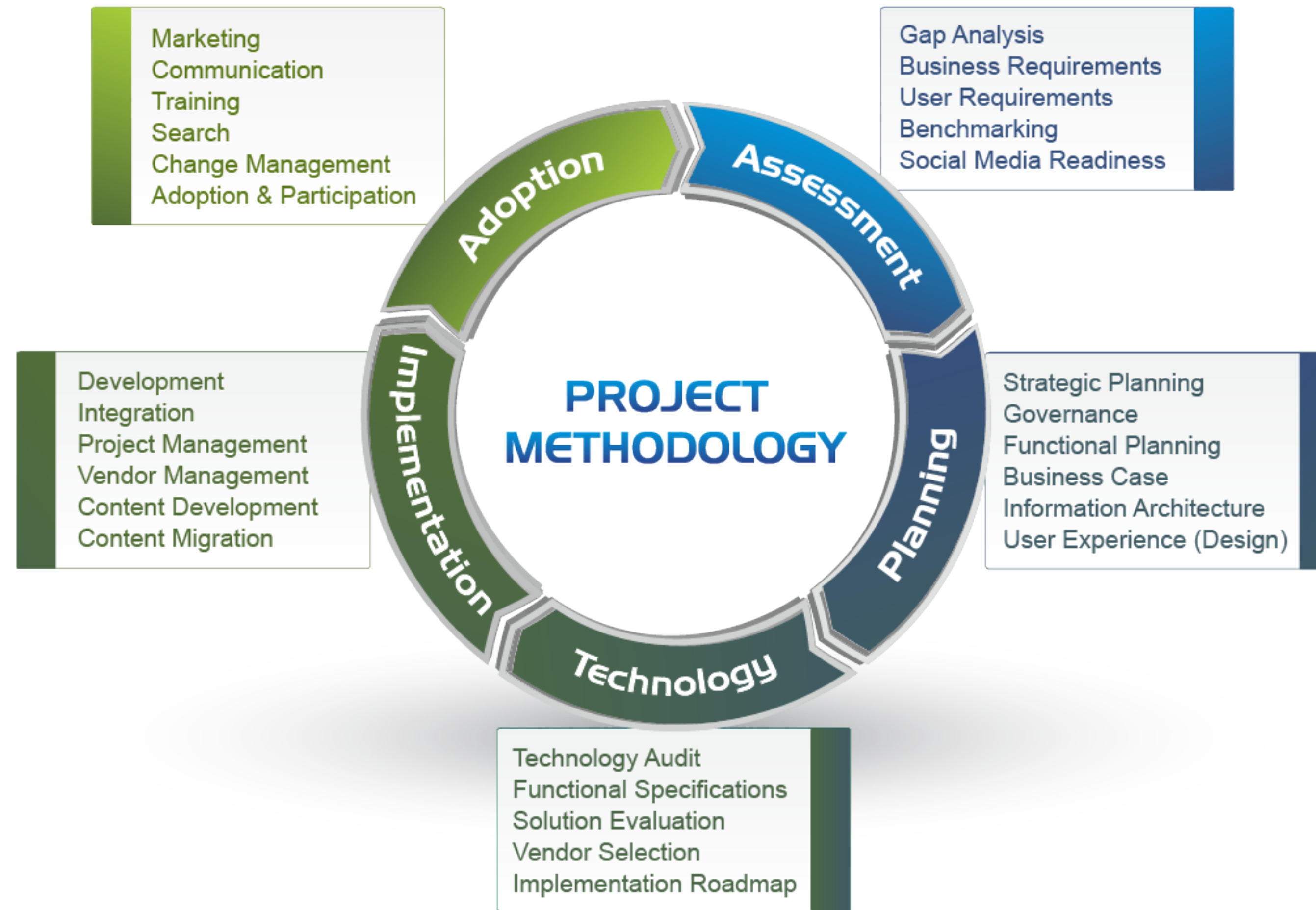
DIGITAL MEDIA

Change the Experience

- Create content that provides context and connection
- Eliminate solution redundancies - but not at the peril of the employee experience
- Establish strategic partnerships and governance
- Better manage what you have
- Constantly measure, iterate and educate

Just because you're not on the same platform, doesn't mean you aren't on the same team.

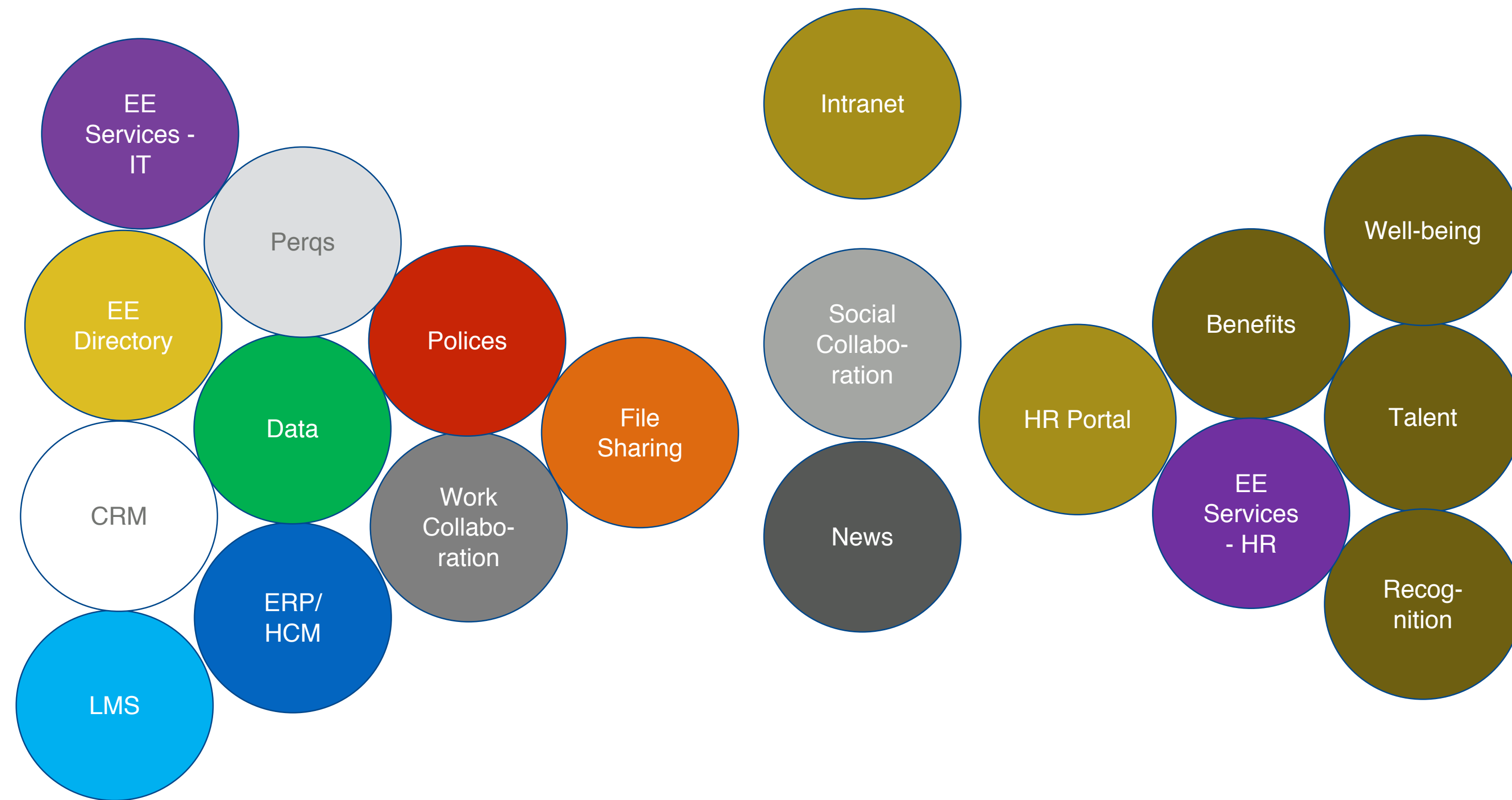
Change the Experience



Change the Experience - Ideal



Change the Experience – Baby Steps





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