

Roadmap HCM e achievements 2021

Un percorso guidato da crisi e nuove opportunità



Le novità di quest'anno e la Roadmap

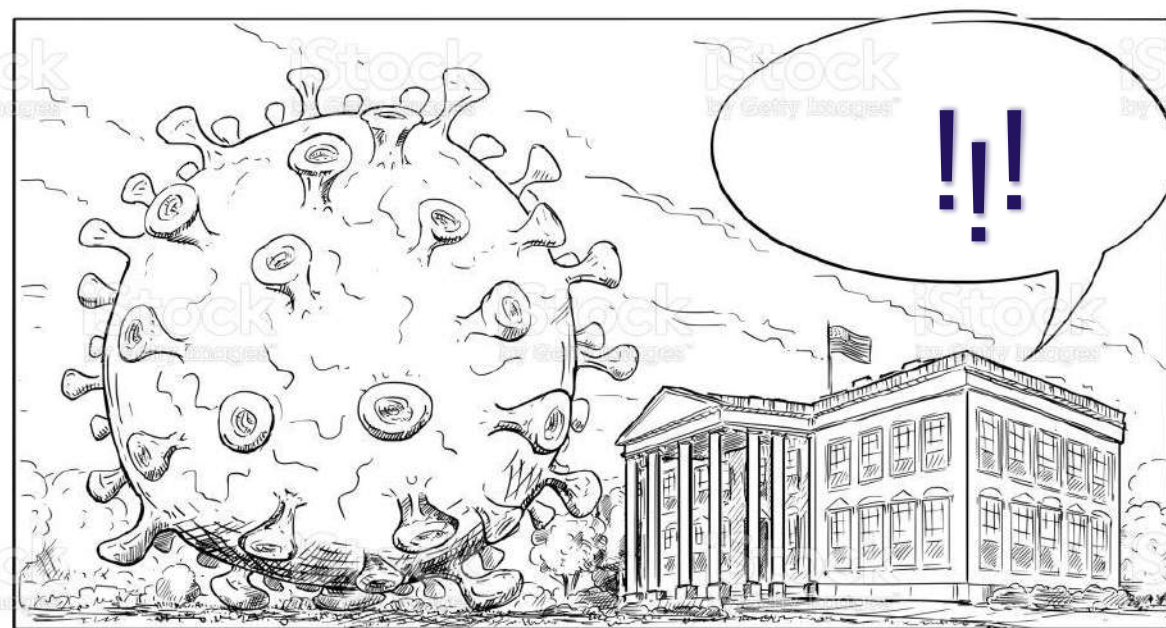
Un percorso guidato da crisi e nuove opportunità

Fabio Cardilli – Product Manager HCM

Silverio Petruzzellis – Solution Manager HCM

La crisi

A seguito della Pandemia, nel 2020 OML
stima una riduzione del **8,8%**
delle ore lavorate su scala **globale** rispetto al 2019,
equivalenti a **250** milioni di posti di lavoro
a tempo pieno andati in fumo



1284472108

Emergenza, lo Smart Working

Solo il **3%** dei lavoratori di aziende private in Italia
usufruiva di Smart Working prima del COVID 19

In pieno COVID 19, questa percentuale è arrivata al **34%**





Evoluzione

Digital Workplace

Nell'adozione di una misura di "emergenza",
le aziende hanno scoperto di poter essere paradossalmente
in alcune aree più efficienti

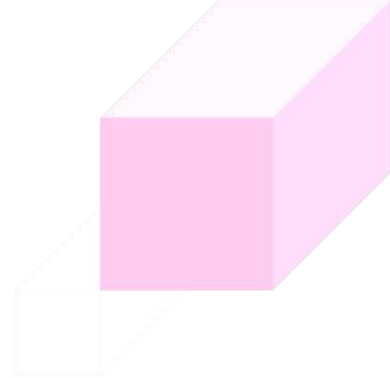


Evoluzione

Digital Workplace – Rischi e punti di attenzione

In questo esercizio estremo di digitalizzare improvvisamente processi, interazioni, conoscenza, organizzazione ecc., la tecnologia ha raggiunto il limite di sè stessa





Futuro

Un nuovo mindset? Un approccio ibrido?

Talentia HCM al vostro fianco

Digitalization

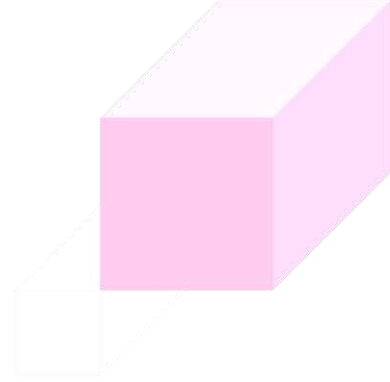
Firma digitale

Processi e Workflow

Dematerializzazione

Employee Self Service

AI



Futuro

Un nuovo mindset? Un approccio ibrido?

Talentia HCM al vostro fianco

Engagement

Social & Collaboration

Survey

Continuous Feedback

On Boarding

Futuro

Un nuovo mindset? Un approccio ibrido?

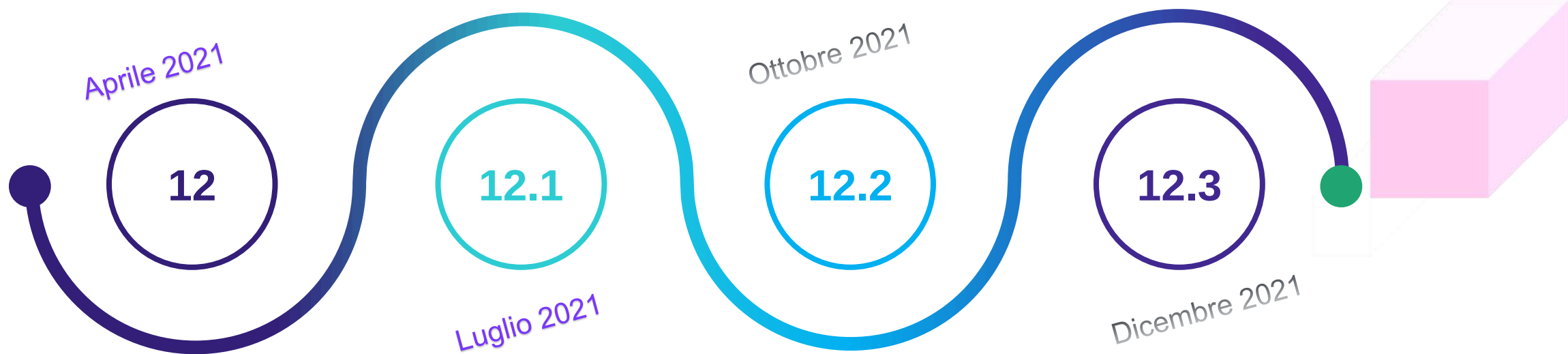
Talentia HCM al vostro fianco

Empowerment

eLearning

Bottom Up Learning

OKR



Percorso e prossimi step

Digitalization

Firma digitale

Processi e Workflow

Dematerializzazione

Employee Self Service

AI



Home ▾

Process Launch → Hire from shortlist with Digital Signature (powered by Connective) - Harry Montgomery → Home

Configuration

- 👤
- ☆
- 📊
- ⌚
- 👥
- 📁
- 🔄
- 👤
- 📅
- 📄
- 🔍
- 📌
- 📄
- 🔗
- 🕒
- 🔗

Map



To do 

51 Headcount Active 


People in Organization


0% Contingent Workers

HR Administration ▾

 New Starter

 New Person

 More Processes


1 Pending Requests


3 Shortlisted Candidates


New Discussion


1 Discussions I started


0 Discussions I Follow

Scrivi

Posta in arrivo 25.466

Speciali

Posticipati

Importanti

Inviati

Bozze 114

Categorie

Personale

Viaggio

Meet

Nuova riunione

Partecipa a riunione

Hangouts

Fabio



Nessun contatto Hangouts

[Trova qualcuno](#)



1 di 28.229 < > It

Please sign your document or package with name Contract summary Posta in arrivo x



no-reply@connective.eu

a me

16:52 (0 minuti fa) ☆ ↶ ⋮

inglese > italiano [Traduci messaggio](#)

[Disattiva per: inglese](#) x

Dear Joanna Smith,

Please click the link below to sign your document or package (Name: Contract summary):

https://talentia.connective.eu/esig/signinit?packageSignId=936ed980-78fc-48c6-8b4e-064221552acd&token=eOUbD5szqo2pZ05kGj6ONfMD5QwTDrBwZ3p3KLTffqmcb5xjkNx-R2uAEarD6gkq&expiryTag=NDA3MDkwODgwMHwGcgPybZylorJWnrXGfs3_CIQ92ldPsV68Ggwuw3C6bg

Kind Regards,

HR Department Talentia Software for Talentia

Rispondi

Inoltra



Pending Tasks

Hire from shortlist with Digital Signature (powered by Connective) - Harry Montgomery → Home → Pending Tasks

Search by Process name, Category, Focus name, Status

Results (1 / 1)

HR Administration



Hire from shortlist with Digital Signature (powered by Connective)

Launched on Sep 28, 2021 Deadline Jan 6, 2022

From Joanna Smith

Related to Harry Montgomery

 Just now  Signature Received

...

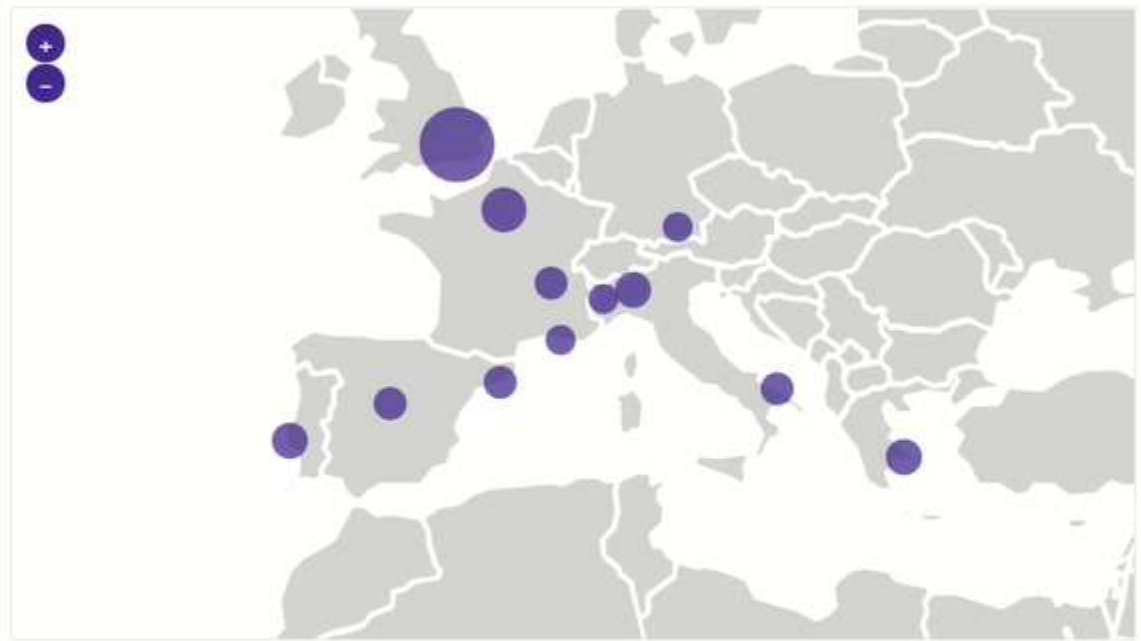


My Home ▾

Configuration



Map



To do

35 Headcount Active

People in Organization

8% Contingent Workers

HR Administration ▾

- New Starter
- New Person
- More Processes

68 Pending Requests

3 Shortlisted Candidates

Apps ▾

- Business Objects
- Payroll
- HR Intelligence
- Human Capital
- GDPR+ Console

Overview

«Picture
(REVIEWEEIMAGE)» «Formatted Name»

«Job» @ «Company»

«Location» - «Country»

Appraisal Cycle: «Appraisal Cycle»

This chart below shows how many people joined John's assessment.

«Analytic (AppraisalReviews)»

The assessment was meant to observe/measure the following components:



Learning and Development

Encourage development, manage courses, enrolments and budgets

Courses and Resources



Courses



Shared
Resources



Advanced
Settings

€ Budget



Training Plan



Analytics



All Session Costs

€ Planning



Training Sessions



Session Calendar

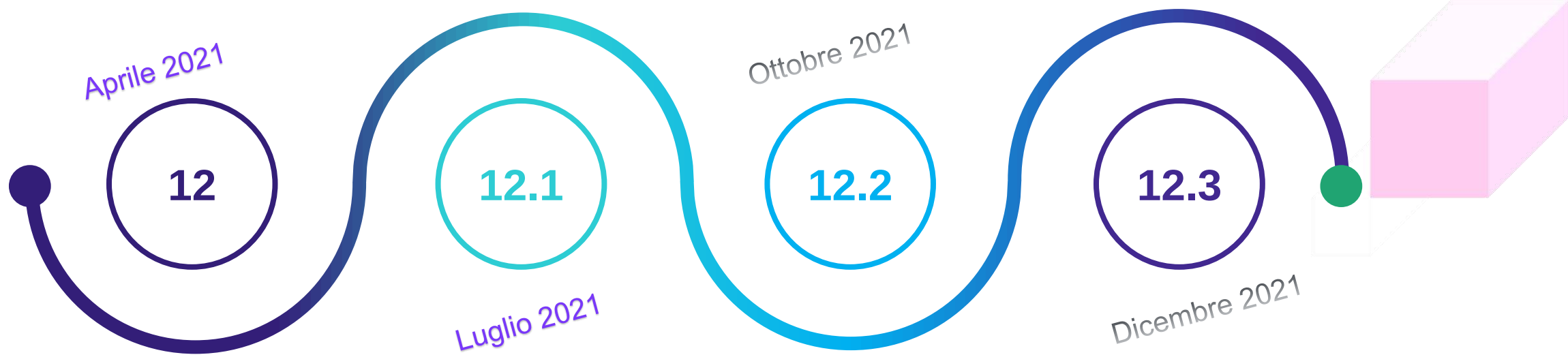
Actual Training



People Training



Analytics



Percorso e prossimi step

Engagement

Social & Collaboration

Survey

Continuous Feedback

On Boarding



My Dashboard ▾

Topics → My Published Topics → My Dashboard

Configuration

Map



335 Headcount Active



0%

Contingent Workers



To do



HR Administration ▾



+ New Starter

+ New Person

... More Processes

31
Pending Requests

19
Shortlisted Candidates

Apps ▾

☆ Human Capital

⚙️ HR Intelligence

€ Payroll

Talentia Laboratory

🏠 Zucchetti Home

Stay tuned!

Keep up to date with all the latest news

Learn More

☐ Main Navigator



6
To do

+

New Request

0

↻

Active Delegations

👤

Myself

📅

My Calendar

📄

My Documents

👥

Peer Absences

0

Sickness Days
(Rolling Year)

🏠

Zucchetti Home



ANGELO TORRES

Manager
spetruzzellis@talentia-
software.com



Q Search

People

Processes

Recruitment

Advanced Search

Reports

Analytics

Continuous Feedback

Social



Collaboration



New Discussion



Discussions



Topics



Groups



What do you want to talk about?



Post



AI



Q Search by User FullName, Action, Activity stream type description



ANGELO TORRES

Manager
spetruzzellis@talentia-
software.com



Search

- People
- Processes
- Recruitment
- Advanced Search
- Reports
- Analytics
- Continuous Feedback
- Social



My Home Page

Collaboration → Post → My Home Page

Configuration



ANGELO TORRES



555-0199-176
+000-000-311

Retail Bank Manager

HCP Italia

15
Direct Reports
in Organizational
Structure

16
Direct Reports
in Generic Person to
Person - Generic
Reports To

View Insights

My Team

15
Total
Reports

15
Directs

0
Indirects

Team Calendar

0%
Contingent Workers

32
Headcount Active

Ask for
feedback

Give a
feedback

Team Administration

+ New
Starte

+ New
Perso

... More
Proce

14
Pending Requests

Zucchetti Home

To do

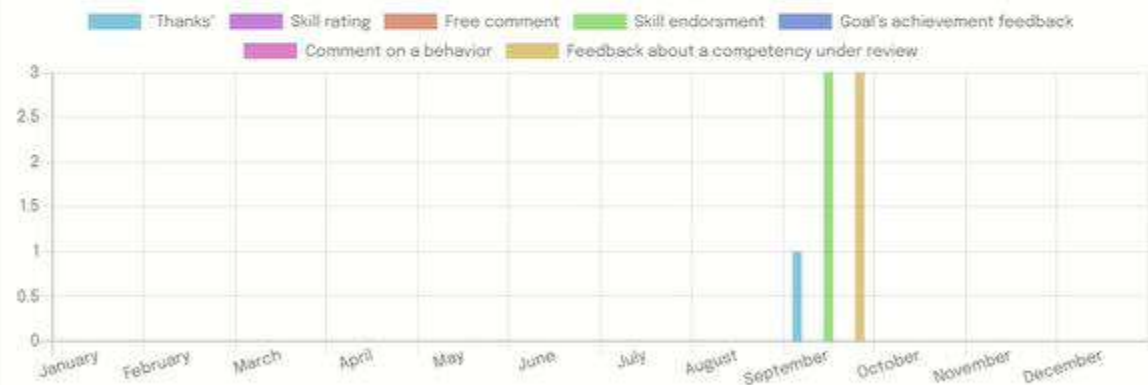


About **MARIA GRAZIA CONTI**



Conoscenza delle strategie di digital marketing

A horizontal number line with arrows at both ends. It is marked with three points: $\frac{1}{5}$, $\frac{1}{2}$, and $\frac{2}{5}$. A purple dot is placed at the $\frac{1}{5}$ mark.



?

+

- [Introduction](#)
- [Getting started](#)
- [Getting started](#)





Can you cope with stress? - Participants ▾

Continuous Feedback → Manager's Polls → Can you cope with stress? - Participants

Save As

Insert

Edit

Configuration

Q Criteria >

Showing 6 entries out of 6

Search

☰ Results (6 / 6)



MARIA GRAZIA CONTI



Sent on: Just now



Company: HCP Italia



Job: Credit Manager Even

Tag this entity



LORENZO BIANCHI



Sent on: Just now



Company: HCP Italia



Job: Personal Banking Advisor

Tag this entity



PAOLO BIANCHI



Sent on: Just now



Company: HCP Italia



Job: Development Manager

Tag this entity

DONATO CRAVINA



Details

- ☐ All Surveys
- ☐ Details
- ☐ Answers Summary
- ☐ Analysis
- ☐ All participants

See also

- ☐ Questionnaire
- ☐ Questionnaire Preview



Invitation to join the Survey 🧑🏻🧑🏻🧑🏻

📅 Scheduled Just now ⌚ Completed Just now (6 processed out of 6)



Done at

100%





Welcome to your Portal

Access all your information and news

☐ Main Navigator



3
To do

+

New Request

0

Active Delegations

Myself

My Calendar

My Documents

Peer Absences

0

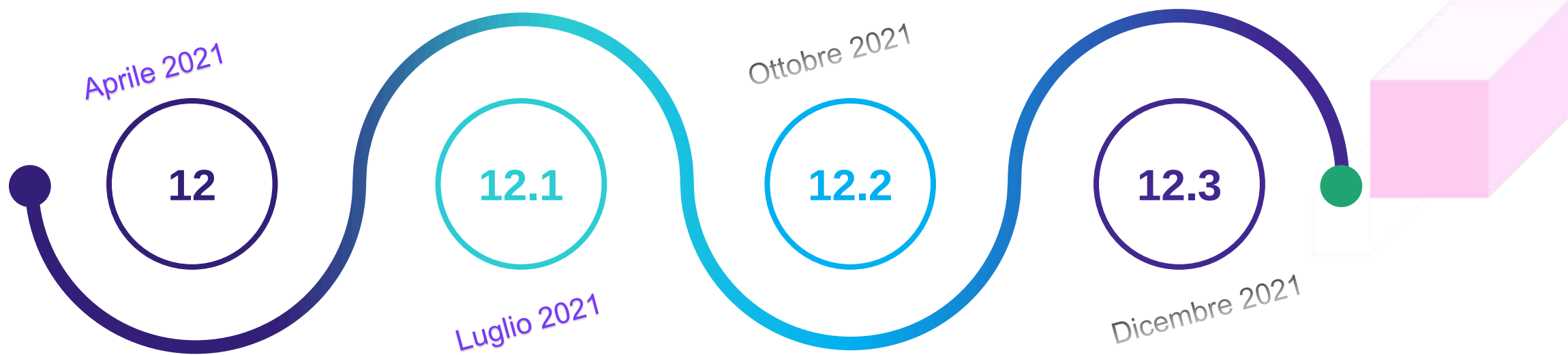
Sickness Days
(Rolling Year)

Zucchetti Home

☐ Contacts



Q Search by Formatted Name, Company Code, Company Name, Location Name, Location Code, Location Name, Job Name, Job Code, Job Name, Organisational Unit code, Organisational Unit description, Position



Percorso e prossimi step

Empowerment

eLearning

Bottom Up Learning

OKR

Sharing and advise



My Home Page

Discussions → Discussions I started → My Home Page

Configuration



ANGELO TORRES



555-0199-176
-000-000-311

Retail Bank Manager

HCP Italia

15

Direct Reports
in Organizational Structure



16

Direct Reports
in Generic Person to Person -
Generic Reports To



15
Total
Reports

View Insights

My Team

15

Directs

0

Indirects

0

Managers

0%

Contingent Workers



32

Headcount Active



Ask for
feedback



Give a
feedback



Team Administration



New
Starter



New
Person



More
Process

14

Pending Requests



Zucchetti Home



Team Calendar



To do

Stay tuned!

Keep up to date with all the latest news

Learn More

☐ Main Navigator



7
To do

+

New Request

0

↺↻

Active Delegations

👤

Myself

📅

My Calendar

📄

My Documents

👥

Peer Absences

0

Sickness Days
(Rolling Year)

🏠

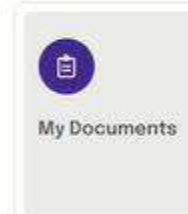
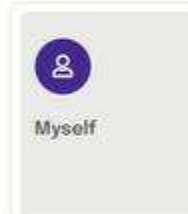
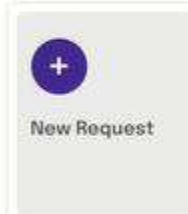
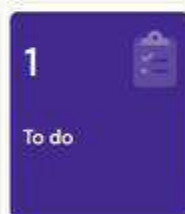
Zucchetti Home

All Enrolments → Learning Centre → Home

Collaboration

[Learn More](#)

☐ Main Navigator



👤 Contacts



🔍 Search by Formatted Name, Company Code, Company Name, Location Name, Location Code, Location Name, Job Name, Job Code, Job Name, Organisational Unit code, Organisational Unit description, Position



Alessandro Graziosi



Anastasia Karkinos



Annalisa Caruso



Beatriz Useros

Welcome to your Learning Portal

1



My Training Agenda



Most popular courses



Learning Centre

2

All Enrolments



Suggested for you



Rate a Course



Sessions Calendar



My Training History

☰ Results (1 / 1)



Return to Work - October 2021 Session - Return to Work



This course is designed for all employees at Talentie who are returning to the office. It will help you understand and ensure compliance with federal and local orders as restrictions are eased. You will learn how to prevent the spread of the virus at work, including steps being taken in the workplace to establish social distancing, frequent handwashing, and other precautions.

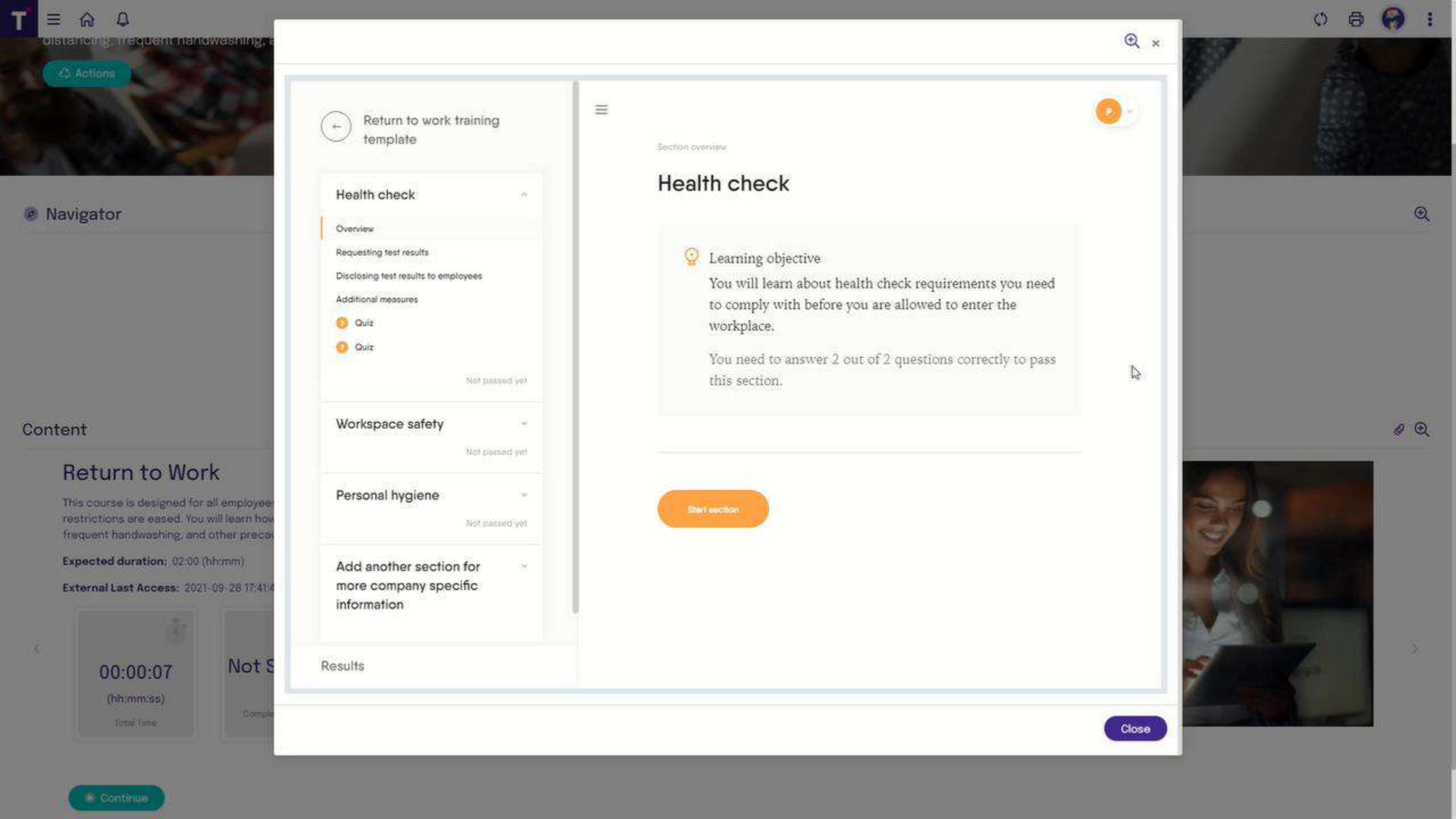
Type: eLearning

Deadline: 2999-12-31

Status: Enrolled **Activity:** Not Started

You enrolled on: 2021-09-28

Feedback



Navigator


0 Minutes
Total Elapsed


0%
Progress Percentage


0 out of 1
Modules Completed


0%
Average Tests Score


Activity


Social


Surveys

Content

Return to Work

This course is designed for all employees at Talentia who are returning to the office. It will help you understand and ensure compliance with federal and local orders as restrictions are eased. You will learn how to prevent the spread of the virus at work; including steps being taken in the workplace to establish social distancing, frequent handwashing, and other precautions.

Expected duration: 02:00 (hh:mm)

External Last Access: 2021-09-28 17:48:31


00:04:49
(hh:mm:ss)
Total Time

In Progress
Completion Status

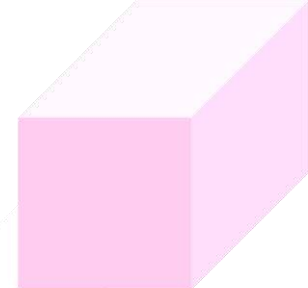

0%
Progress



Continue

HCM 12.2

Fine Ottobre 2021

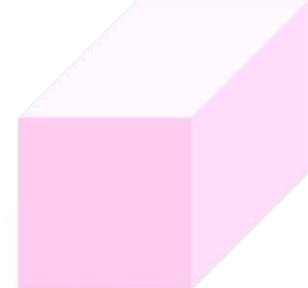


In uscita entro l'anno

- Modulo **Gestione Assenze**
 - Gestione crediti di assenza
 - Richiesta di assenze con Workflow
 - Approvazione Massiva
 - Integrazione con Calendario
 - Accesso in Mobilità
 - Team Calendar
 - Peer Calendar
 - Analitiche assenteismo
 - Integrazione Paghe

HCM 12.2

Novembre 2021

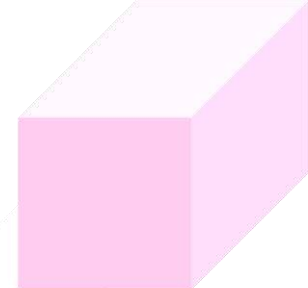


In uscita entro l'anno

- **Modulo On Boarding**
 - New Starter Experience designer
 - Assegnazione e monitoraggio attività
 - Formazione
 - Attività amministrative
 - Assessment di fine periodo
 - Survey e Continuous Feedback
 - Social & Collaboration

HCM 12.3

Dicembre 2021



In uscita entro l'anno

- Modulo **Talent & Succession**
 - Talent Pools
 - Piani di successione
 - Piani di sviluppo individuali
 - Action Planning **OKR oriented** (Objectives and Key Results)
 - Matrice 9 box
 - Analitiche



Interoperability

Le aziende hanno fatto uso intensive di strumenti di collaboration enterprise come **Slack** e **MS Teams**.

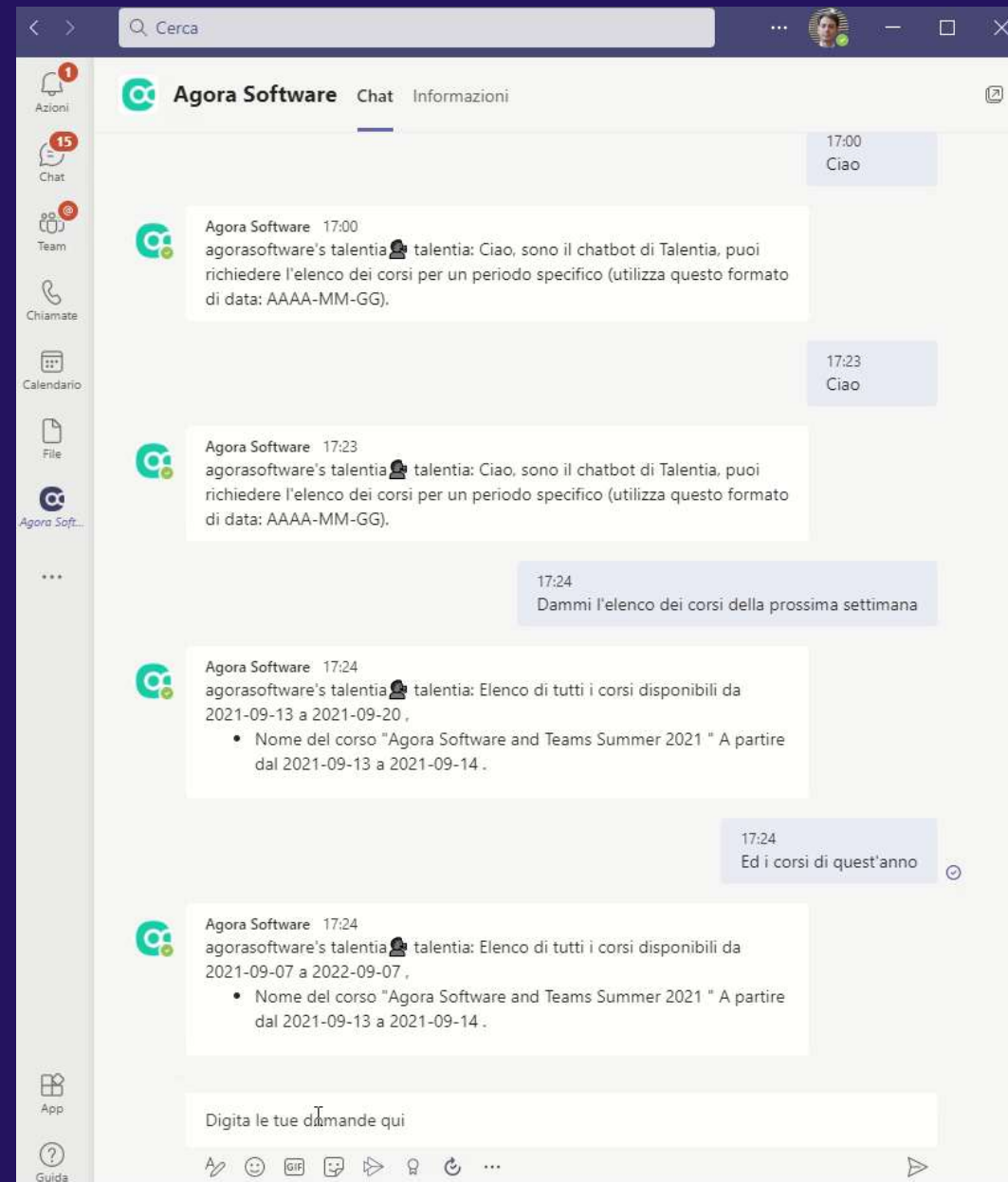
Per favorire una User Experience sempre più accattivante per gli utenti finali e rimanere al centro dell'ecosistema del Digital Workplace, stiamo sperimentando il nostro HCM come fornitore di “servizi” HR ad altre applicazioni, come ad esempio Teams.



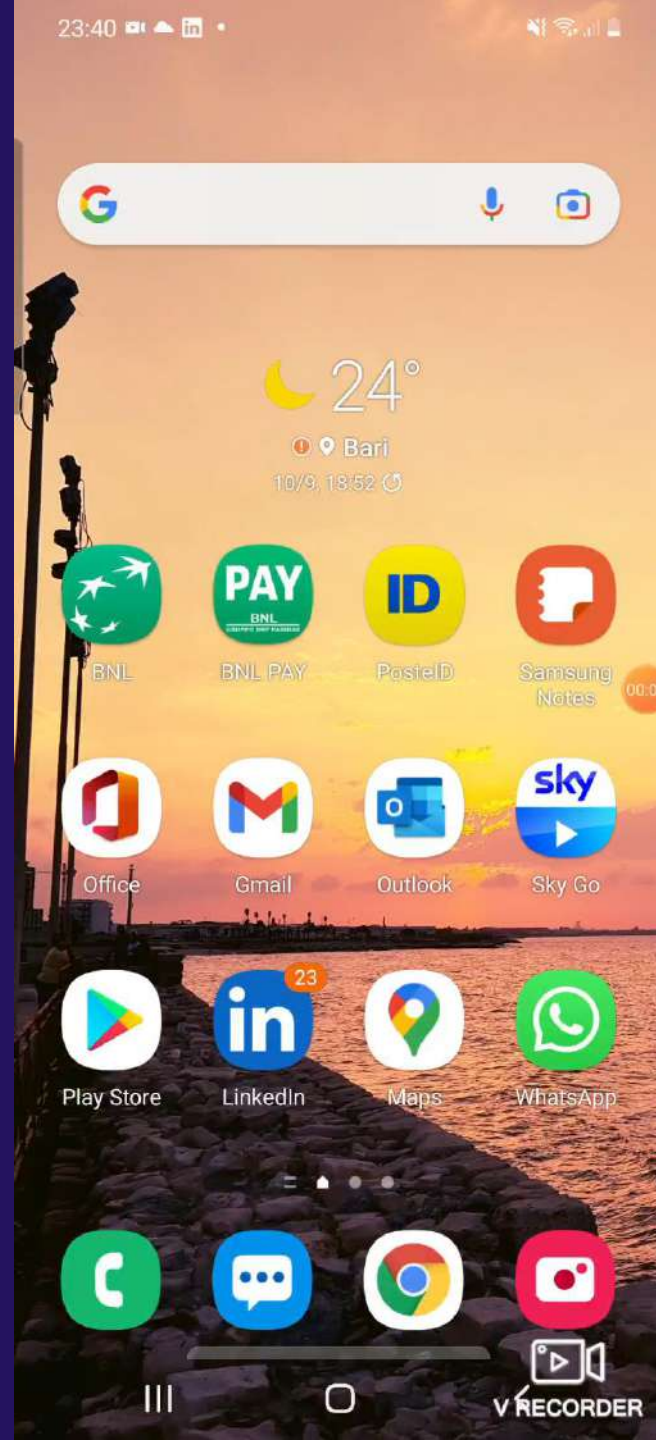
Concept 1 MS Teams

Questo concept di Chatbot, realizzato per noi da un Partner, integra servizi di interrogazione al modulo Formazione di HCM. Include un motore di NLP (Natural Language Processing) per “comprendere” una richiesta formulata da un utente via Teams in diverse lingue e trasformarla in una azione o query specifica.

Concept 1 MS Teams



Concept 2 Whatsapp



A large, colorful explosion or burst of light and particles in shades of red, orange, yellow, and blue, centered on the page. A white square frame is superimposed over the center of the explosion.

Grazie!