Human Capital Management (HCM) Digital Transformation

Strategic Priorities

Digitizing Human Capital Management

Programs	Use Cases			
Digital Talent Acquisition	Recruitment Marketing	High-Quality Candidate Experience	Diverse Talent Supply Chain	Inclusive Hiring Strategy
	Comprehensive Onboarding			
Digital Workforce Agility	Digital Leadership Development	Adaptive Skill Development	Adaptive Technology Skills Development	DX Technology Literacy
	Real-Time Learning Impact	Dynamic Workforce Sourcing	Adaptive Workforce Planning	
People Sustainability	Wellbeing, Safety, and Flexibility	Engagement and Communication	Rewards and Recognition	Optimized Learning and Growth
	Expanded Work Accessibility	Culture and Stewardship	Trust and Transparency	
Differentiated Workforce Compensation	Equitable Compensation	Competitive Total Compensation	Meaningful Rewards and Recognition	Transparent and 'lite' analytics cloud
Aligned Performance	Integrated Performance Management	Intelligent Career Development	Adaptive Succession Planning	Collaborative Capability
	Integrated Compliance Management			
Optimized Operations	Integrate/Divest Organizations	Optimize HR Function	HR Service Delivery	Data-Driven Operations
	Integrated Employee Communications	Organizational Agility		

Human Capital Management (HCM)
Digital Transformation Roadmap

Talent Acquisition
(Horizon 1)

- Diverse Talent Supply Chain
- Dynamic Workforce Sourcing
- Inclusive Hiring Strategy
- Comprehensive Onboarding
- Adaptive Technology Skill Development
- High-Quality Candidate Experience
- Recruitment Marketing

Modern HR
(Horizon 2)

- Competitive Total Compensation
- Integrated Performance Management
- HR Service Delivery
- Integrated Compliance Management
- DX Technology Literacy
- Digital Leadership Development
- Adaptive Workforce Planning
- Optimized HR Function
- Real-Time Learning Impact
- Intelligent Career Development
- Optimize Learning and Growth
- Integrate/Divest Organizations
- Equitable Compensation
- Adaptive Succession Planning
- Data-Driven Operations
- Transparent and 'lite' analytics cloud

Employee Experience
(Horizon 3)

- Wellbeing, Safety, and Flexibility
- Engagement and Communication
- Rewards and Recognition
- Expanded Work Accessibility
- Culture and Stewardship
- Trust and Transparency
- Adaptive Skill Development
- Collaborative Capability
- Organizational Agility
- Meaningful Rewards and Recognition
- Integrated Employee Communications