



## Get to know the potential of a digitally upskilled HR team

### The challenge

**41%** of HR leaders are confident that their HR departments are up to speed in the technology arena.

Source: PwC, Preparing for tomorrow's workforce, today  
Insights from a global survey of business and HR leaders

### The solution

Our Virtual Digital HR Academy upskills your employees for business impact, creating a best-in-class HR function by launching a targeted automation program. Reimagine how the modern HR professional gets work done, from manual, time-intensive, repetitive error-prone processes to agile, low-cost, data-driven, and digitally-enabled capability.

### Impact and benefits

Data automation and analytics tools can be deployed to help solve complex data processing needs. The combination of low-cost, user-friendly, drag and drop interfaces and data visualizations such as dashboards help enable HR professionals to harness the power of the business' people data while automating burdensome and time-consuming processes. Empower your HR function to better and more efficiently serve the business with proactive monitoring, planning, forecasting and decision automation.

### Benefits of digitally upskilling the HR function



Automate repetitive data manipulation processes, streamline calculations and support consistency



Quality management and error reduction through process automations



Cost savings and reinvestment of time and expertise



Wrangle data across sources (e.g., recruiting, budgeting, payroll, and core HRIS systems)



Visualize workforce costs and output across the globe



Review 'what if' scenarios for potential variable changes



Document processes and move away from spreadsheets to real-time analytics



View multiple years, periods, and scenarios at the touch of a button



Track customized key performance indicators



**Assess and Launch**  
Establish Baseline,  
Design Program

**1 HR Leadership  
Upskilling Strategy  
Workshop**

Immersive, experiential workshops to align leadership and HR function stakeholders on digital upskilling objectives, the future state vision for the HR function, and priority processes and focus areas to help drive “quick wins”.



**Up-Knowledge  
Learn**

**2 Virtual Digital HR  
Academies**

Immersive experiences that teach your HR employees to use desktop automation tools and understand the “art of the possible” in their day-to-day work.



**Up-Skill  
Apply**

**3 Post-Academy Skills  
and Adoption Coaching  
Sprints**

An “upskilling system integration” roadmap (protected time, leadership messaging, incentives, etc.) and personal and team coaching to help employees apply new skills to their daily work.



**Up-Perform  
Scale**

**4 HR Automation  
Capability Stand-Up**

Structures and governance - including operating model, license procurement, data models, etc. - that formalize digital ways of working so that you can scale automation and upskilling across the HR function and realize the return on your investment.

Automation and digital upskilling empowers HR teams



- Reduction in repetitive, manual effort aggregating and manipulating data
- Better employee experience for your HR team
- Improved data quality and reduced (human-generated) errors
- Shorter cycle times
- Shifted HR focus to higher impact work
- Reduced reliance on IT and key person dependency
- Quick wins with relatively low spend
- Data-driven insights generated by your people - not costly new systems
- Empowered business leaders

Why PwC?



**HR Function Expertise**



**Digital Know-How**



**Our PwC Story**

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