



POWERFUL CONNECTIONS »»

ONE SIZE DOES NOT FIT ALL. THE COMPONENTS OF HR NEED TO BE CONNECTED TO DRIVE VALUE IN YOUR BUSINESS.

We believe that 'Powerful Connections' in HR deliver the $2 + 2 = 5$ factor: making the HR whole greater than the sum of its parts.

The process challenge

One of the legacies of HR's separation into specialities is that policies, processes and procedures have often been developed, authorised and implemented without a review of the impact on other activities in the business. This may send conflicting messages. In the worst case they can distract the organisation from delivering the strategic business goals.

Are you facing these questions?

- > how effective are your HR processes?
- > as a line manager or employee in your organisation, how distinctive does the HR framework appear to you?
- > to what extent do your Performance Management and Reward policies and processes mutually support each other in driving business results?
- > if your business success relies on teamwork do your HR policies for Reward and Recognition value this or do they focus on individuals?
- > does your talent management process emphasise the development of differentiated capabilities or is it based on a 'me too' list of competences?
- > do managers get frustrated by HR 'rules' that appear to constrain their ability to deliver results?
- > do you reward people for their contribution to the bottom line or for the hours they work?

Connecting for success

Atos Consulting has studied the quality of 'Powerful Connections' in a number of clients and identified specific and measurable criteria for 'connectedness', i.e. joined up thinking and action. We have developed a tool that provides an effective diagnosis of your current state and indicates where to focus your effort to ensure you are connected.

The areas we look at are:

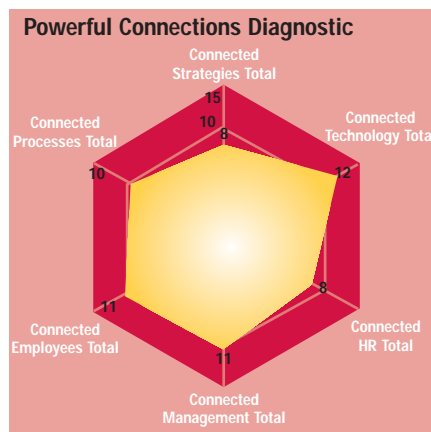
- > strategy
- > technology
- > HR
- > employees
- > managers
- > processes

Connected processes are outlined in the following diagram.

Example of 'Connectedness' within the HR Processes



Our online tool gives you a direct view of hotspots that need to be addressed in order to create a powerfully connected environment.



The benefits

We will help you to become powerfully connected by:

- > designing the HR organisation to ensure optimum value creation and staff engagement
- > implementing processes that are tailored to the needs of the organisation and create differentiation in the market place
- > refocusing HR activities on improving service delivery and adding value in the longer term
- > deploying IT solutions that will enhance HR's contribution to business performance.

Why choose Atos Consulting?

Our Transforming HR Practice is at the forefront of designing practical solutions to address the underlying challenges of legacy cultures, organisational structure, misaligned processes and ineffective technology. We will help you deliver a step change in HR performance, value creation and service delivery within your organisation.

Our approach is non-prescriptive; it is based on deep operational insight. We work with you to find the sources of unique value that your HR function can bring to your organisation.

Atos Consulting is a leading provider of business process and technology consulting services. With more than 2,500 staff globally, it focuses on delivering proven, pragmatic solutions to the telecom, manufacturing, financial services and public sector.

Atos Consulting is part of Atos Origin, which is Europe's largest IT services provider.

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