



# Global HR transformation project

Use Case | Global Business Services

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# The Challenge

H2R customers are looking for increased efficiency, flexibility and quality across all of the services H2R renders. In essence, H2R is undergoing a digital transformation, including:

- Simplified and standardized tools and processes leveraging market-standard technology to save time and resources
- Accelerated ability to adapt to different ownership structures, integrate acquisitions and quickly carve out divestitures
- Enhanced employee experience through an “HR smartphone” infrastructure giving employees and managers the ability to access data anytime, anywhere



Siemens Project Management Services is implementing three concurrent global IT roll-outs with significant interdependencies; it is hard to overstate the level of complexity

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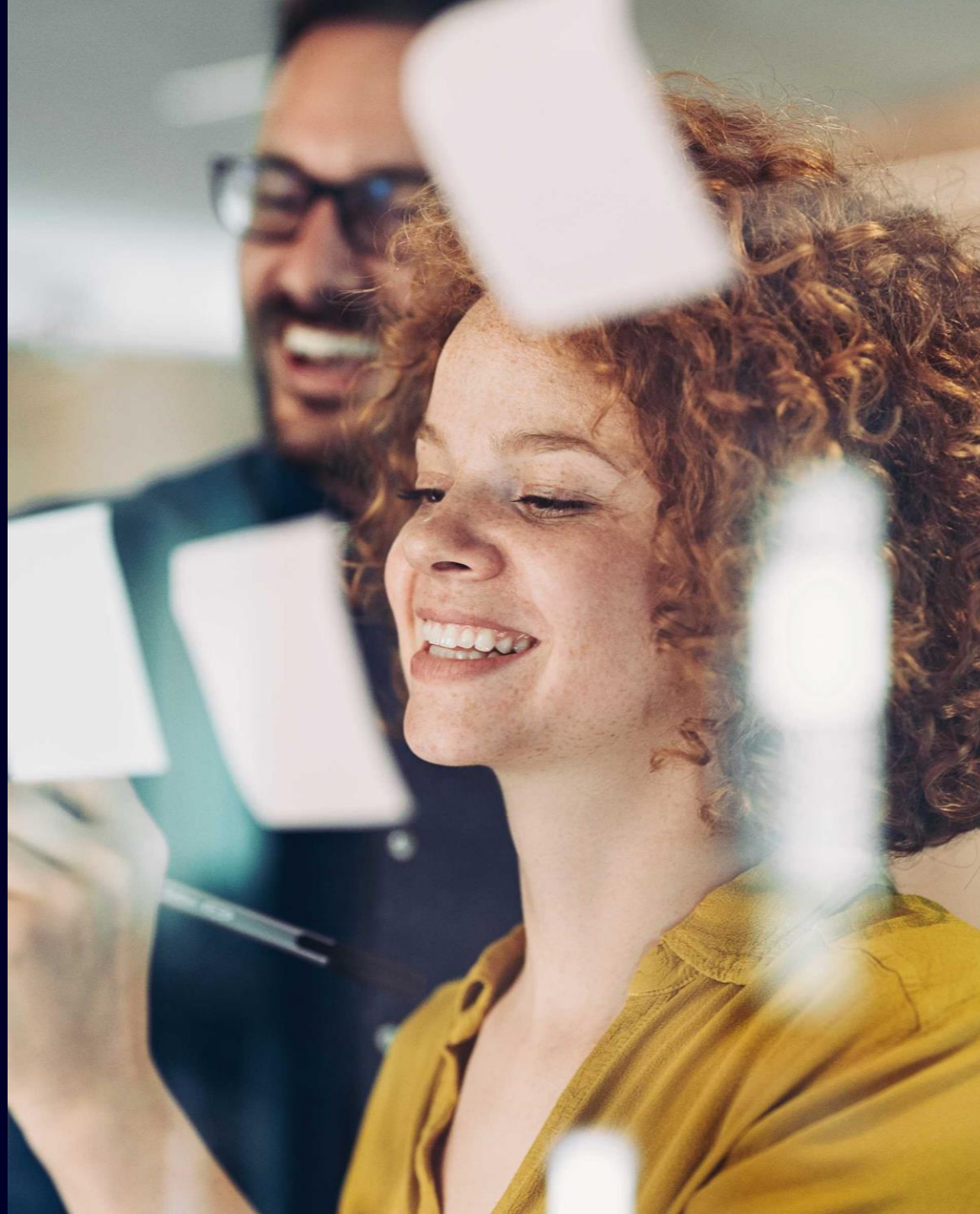
# The Offer

The HR/H2R Transformation Program provides consulting and implementation services that enable efficiency, flexibility and quality. As a result, H2R will be able to consolidate its service footprint to a limited number of centers of excellence.

- Cloud-based solutions and new technologies to manage HR data and administration
- Outsourced payroll leverages global payroll providers to ensure consistent and compliant delivery of pay around the world
- Travel and expense tools provide an end-to-end solution from booking travel to expense reporting

## Offered and recommended services:

- Project management
- Project consulting
- Roll-out support





## Highlights

- › Rapid launch
- › Expertise & solution orientation
- › Excellent collaboration
- › Implementation on time and on budget

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# The Benefit

What are the benefits/outcomes for the customer?

- Maximizes use of vendor standard technology and benefit from
  - Market best practices
  - Regular release updates and innovations from providers
- Supports different ownership models (e.g. scalability, flexible cost structure, reduced time to implementation)
- Leverages usage across any device and mobile access anywhere, anytime
- Enables consolidation of service delivery and automation
- Professional project management with subject matter experts who partner with your project team members to speed up implementation

# The Proof



## Full life-cycle Project Management

- Payroll outsourcing in 48 countries
- HR Admin in 46 countries (incl. 37 countries with Workday tool)
- Travel and expense tool in 50 countries and we will continue our deployments until FY23



## We handle significant complexity:

- Three major global projects (payroll outsourcing, HR data management and administration tool implementation, travel and expense tool roll-out) under the umbrella of one HR transformation program
- 90+ countries in scope and between 15 to 30 managed in parallel
- with 250,000 employees affected
- at least 300 IT systems worldwide adjusted and/or replaced



## As of today, we are live with ...

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This highly professional  
project management was  
key for success



This is one of the  
smoothest launches  
I've seen



# Contact

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## Why Siemens Global Business Services?

Siemens Global Business Services (GBS) enables Siemens AG units worldwide and external customers to accelerate their business transformation into a sustainable and digital future. Its portfolio comprises services driven by expertise and latest technology – with a strong focus on innovation and digitalization in areas like business administration, human resources, supply chain management, sales, marketing, and engineering.

Siemens GBS serves its clients globally out of four major hubs locations with about 12,000 employees.

Siemens GBS headquarters are based in Munich, Germany.



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