

Hybrid HR Solutions at HP #hpproud

Mara Lucini
EMEA Talent Acquisition Director at HP Inc.



HR Transform
The Future of Work

Our Topics Today

HP at a glance

The world is changing

HR strategy

Talent Acquisition key initiatives

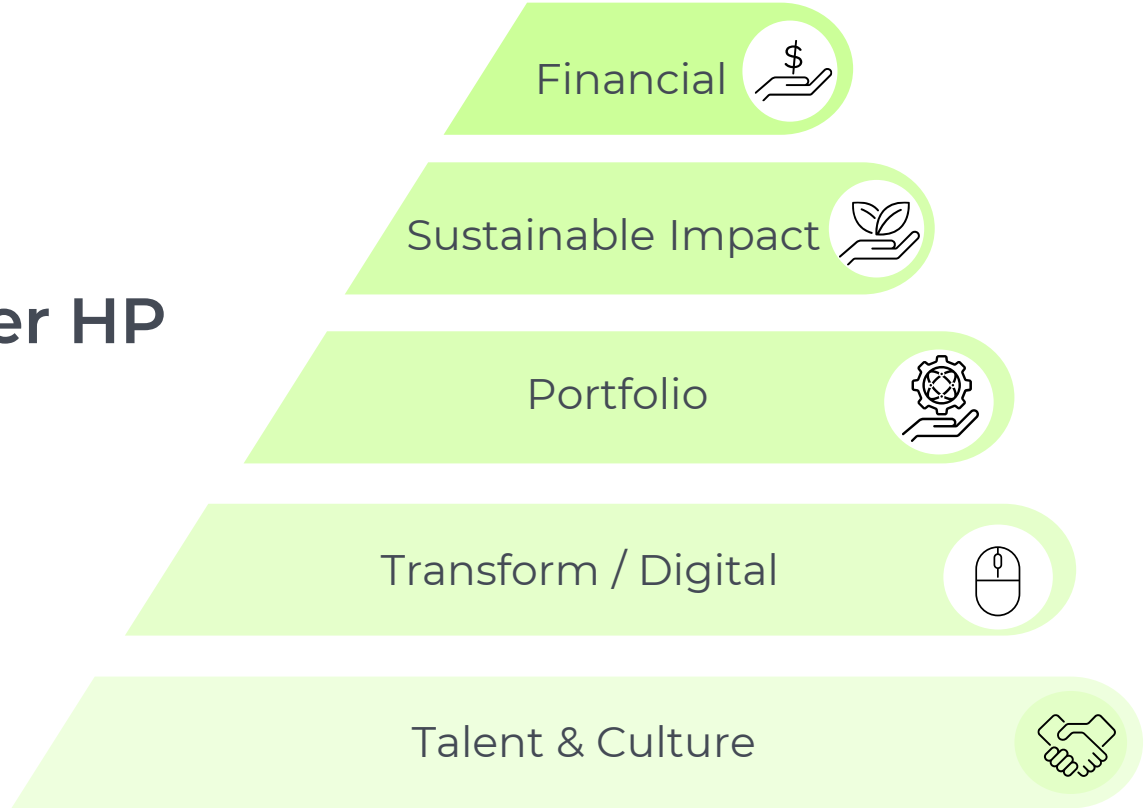


HR Transform
The Future of Work

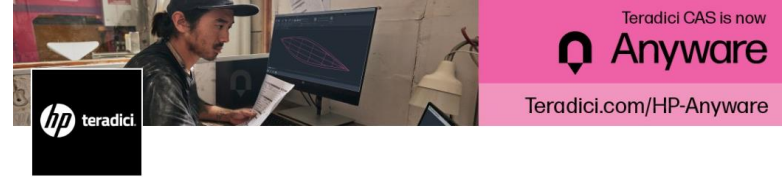




Building a Stronger HP



HP Product Portfolio and Recent Acquisitions



HP Teradici

HP Teradici is the inventor of the PCoIP remote display protocol and develops the Emmy-Award-winning HP Anyware



HyperX

HyperX, a Gaming Division of HP



Poly

Telecommunications · Santa Cruz, California · 175,215 followers

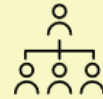


HR Transform
The Future of Work

50% of US and EU workers believe the pandemic changed the world “forever” and we will not go back to “normal”.

Source: Forrester

Key objectives for organizations



Bringing teams together



Remaining productive



Ensuring security



Staying flexible



Being sustainable



Connect everyone

A quick look at our changing work world

BEFORE

Collaboration mainly happened in the office

NOW

Collaboration happens ad-hoc

NEXT

IT will provide hardware and services that enable seamless collaboration for a distributed workforce

60%

of workers want flexibility in where and when they work¹

80%

of enterprises are changing office space footprints to focus more on collaboration²

Simplify Security

A quick look at our changing work world

BEFORE

Emphasis was on protecting office workers

NOW

Emphasis is on protecting endpoints everywhere

NEXT

Emphasis will be on technology with built-in protection

New risky behaviors¹

238%

increase in global cyberattack volume during the pandemic

Targeted attacks¹

70%

of office workers at home admit to using their work device for personal tasks

Embrace Flexible Planning

A quick look at our changing work world

BEFORE

Most elements of business were predictable, from sales volume to skills required

NOW

It's difficult to predict business elements, even a year ahead

NEXT

In an agile environment companies are prepared for anything



HR Transform
The Future of Work

**The World is changing
And so are we!**

HR Priorities

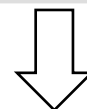
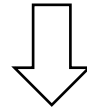
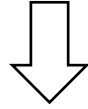
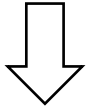
**BUSINESS
IMPERATIVES**

Recruiting
Great Talent Fast

Growing
Future Leaders

Reengaging
Our Employees
Base

Creating an Environment
of Inclusion and
Belonging



PRIORITIES

Talent Destination
+ Recruitment
Engine

Move
+ Grow
Our People

People +
Work Experience

Accelerate
Inclusive Culture



Initiatives & Benefits Post COVID

New Initiatives & Benefits Post COVID



2020 -2021 Home Office work equipment



2022 HP Well Beyond Program

'ME' Day

Wellbeing allowance

Headspace

Positive Intelligence Program

Virgin Pulse Challenge



Emotional Wellbeing

Physical Wellbeing

Life Balance

Social/Community Wellbeing

Financial Wellbeing



Global Employee Assistance Program



HR Transform
The Future of Work

US Summer Scholars 2020

Covid Effects on Internships

The U.S. unemployment rate soared to 14.7% in April 2020, surpassing the worst figure of the Great Recession, as the coronavirus caused 20.5 million people to lose their jobs.

The coronavirus crisis took away their internships and full-time job prospects. Now the 'class of COVID-19' is left struggling to figure out what's next.

Business Insider
28 March 2020

Nearly 38% of college students lost work due to Coronavirus

Forbes 15 April 2020

What To Do If The Coronavirus (COVID-19) Cancels Your Summer Internship

Forbes
20 March 2020

Coronavirus brings cloud of uncertainty over summer internships

The pandemic brought an abrupt end to many spring internships. Employers are evaluating how the virus will change next season's programs.

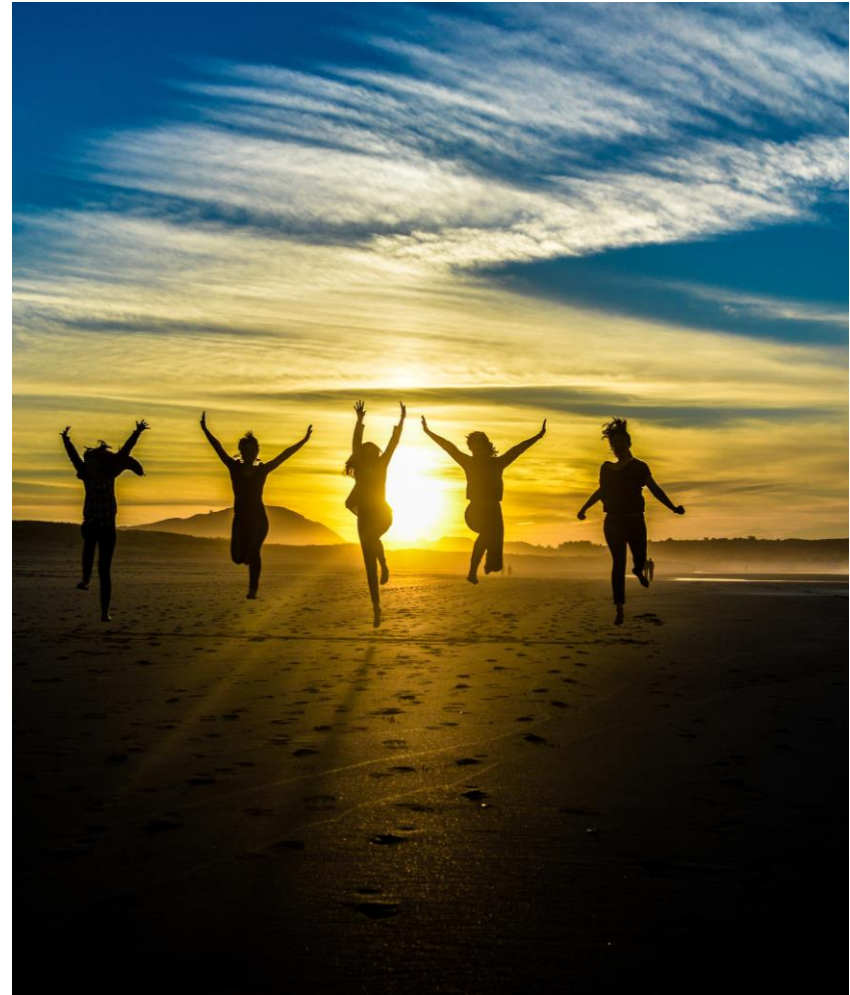
HR Drive 09 April 2020

US Summer Scholars

Scope: US HP employees with children who have completed first year of university, students attending HP US Target schools

Goal: Helping students to bridge gap of experiences they would have received through summer internships

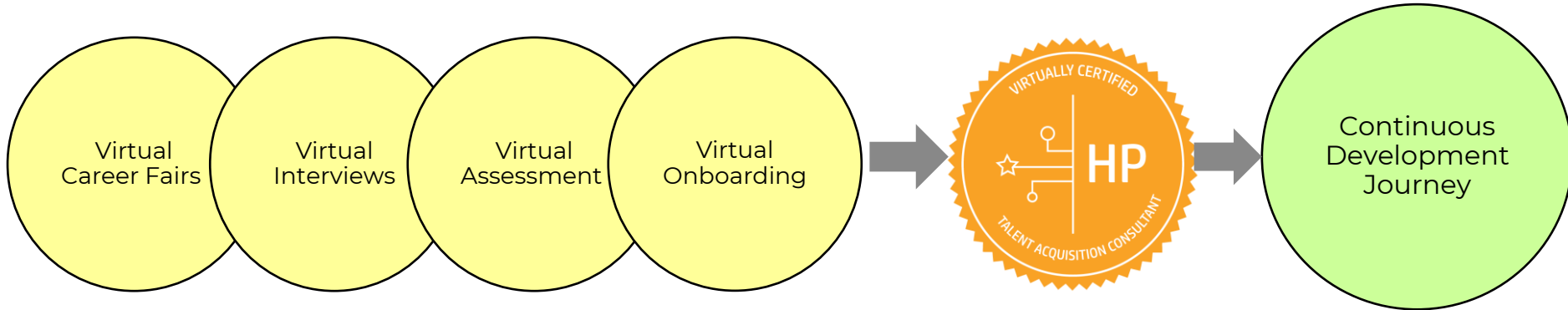
Methodology: Hosting 6-week curriculum learning forum





Talent Acquisition Learning Path

Global Framework to Ensure a Consistent Hiring Experience



Talent Acquisition Learning Path

Participants' Feedback

93% Overall positive learning experience

95% Feel more prepared to successfully perform role

100% Understand how we should approach virtual recruiting

"It was brilliant, loved it! Looking forward for more such sessions!"

"I will apply these learnings in everything I do daily and love it that I can refer to various resources specifically designed for virtual hiring..."



"Structured and relevant content"

"I love the flow and structure. The polls and the question towards the end got more people to engage. ...the presenters were very knowledgeable and professional."



HR Transform
The Future of Work

Career Concierge Services

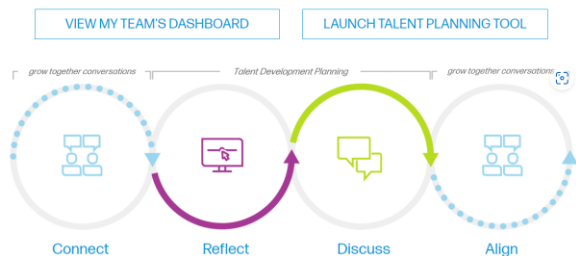
Career Concierge Services

Part of HP Talent Development Planning Program

Talent Development Planning - Mara Lucini

Developing My Team

Here is an overview of the entire Talent Development Planning process, which helps you decide what actions to take so you can best develop your team.



Goal: Increase internal hiring and retention

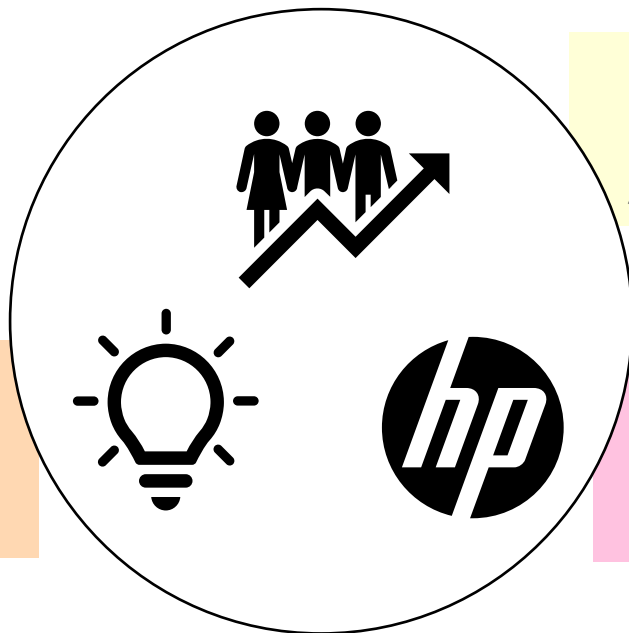
Scope: HP employees identified as “Ready to Move Talent”

Methodology: Enabling recruiters as career concierges (advisors) to assist Ready to Move employees in preparing for and finding their next role or development assignment

HP Talent Cycle

Benefits to prioritizing internal movement

Skills and
professional
development



Internal promotions
+ opportunities to
join new teams

Increased employee
retention and
engagement within our
diverse communities

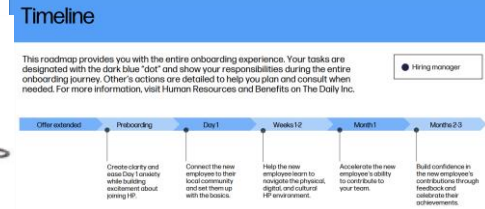
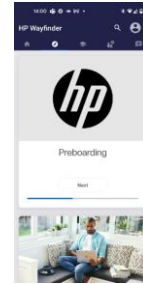
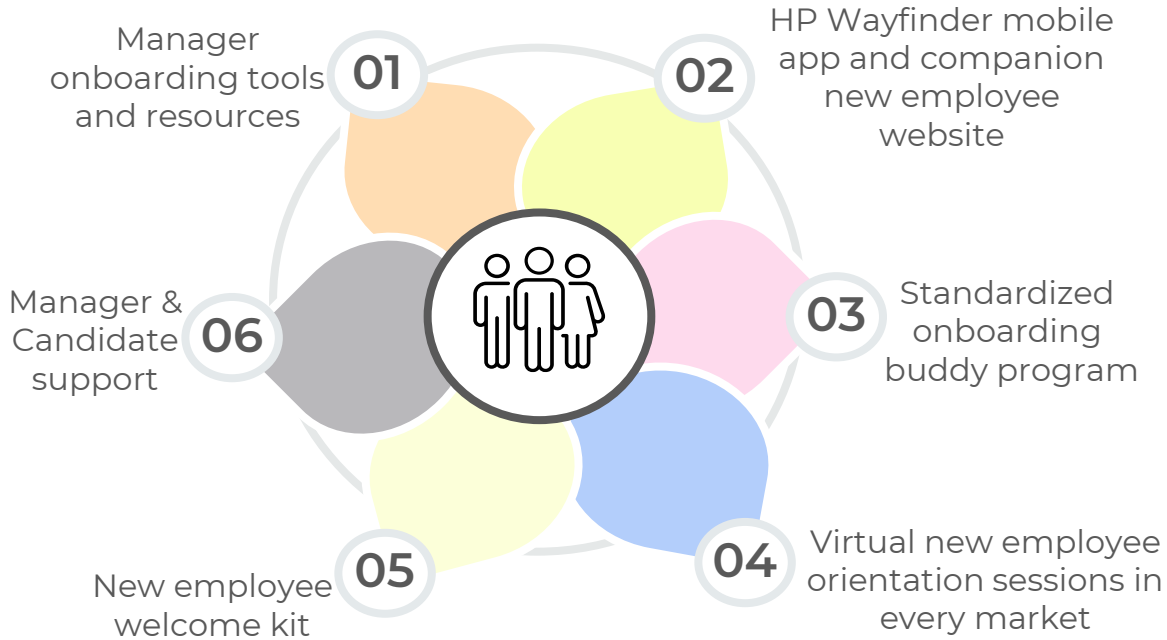


HR Transform
The Future of Work

Virtual Onboarding

Onboarding - HP Wayfinder program

Deliver amazing, people first experiences enriched by technology



HP Wayfinder

Our onboarding testimonials

"I loved the app, it's so nice to get to know the company a little before you get started. It also added to the excitement of getting started as I saw the date getting closer."

New employee from US



"I feel that the onboarding was easier thanks to the help of HP Wayfinder app and the information in the journey."

New employee from Spain

"This is the first time I've experienced this type of onboarding. It was a really good experience and helped a lot. It allowed you to be more 'self-service' and understand all the internal Web-pages that we have and bookmark all of them, very helpful also."

New employee from Peru

"My buddy helped a lot and offered all the support I needed. She was one of the most important people in this onboarding process because whenever I had a question, I asked her."

New employee from Mexico

My Lessons Learned

- Scale it Global
- Include diverse contributions
- Deliver it practical
- Have resources accessible
- Make it fun
- Make it 'personal'



HR Transform
The Future of Work

“People will forget what you said,
people will forget what you did,
but people will never forget how you
made them feel”.

Maya Angelou





HR Transform
The Future of Work

Thank you!