

Elevating Employee Experience Through Technology

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HR Transform
The Future of Work

Working in HR has been a roller coaster these past few years. We are steering through multiple challenges, including **candidate shortages, increased workload** and learning to manage a **hybrid workforce**.

How is technology impacting HR? How can we use **technology, AI** and **HR softwares** to better HR output and elevate the employee experience especially in a world which is shifting to remote work?

Avoid HR Burnout- & Let's walk into the future together.

HOW MANY OF YOU



WORK REMOTELY?



WORK ON HYBRID
BASIS?



WORK FULLY
FROM THE
OFFICE?



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The future is about
WORKING WISER NOT HARDER

FUTURE OF WORK

- Flexibility
- Remote/Hybrid workforce
- Automation
- HR focus on team development and People Management
- Swift Talent Acquisition and Onboarding
- Online Training
- HR Business Partners (BONUS!)

We are moving from executives to **decision makers**, which means that the information we put out must be **more accurate than ever**.

LET'S GET A READ OF THE ROOM!



Which of you do not yet have HR softwares?



Which of you still do a lot of manual executional work?



What task is currently taking up most of your time?

GET EXCITED WITH CHANGE! AND CHANGE WITH IT!

73% of HR Departments say they don't have the tools and resources they need to do their job well.

- Forbes

97% of respondents said they felt emotionally fatigued from work over the past year.

- Forbes





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Where to start?



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HOW IT WAS:

- Manual work
- Manual Excel Sheets
- Human Error
- More paperwork
- Less people Management

THE FUTURE:

- Hybrid Workforce
- Automation
- Templates
- Ease of Access to information
- Better Management
- Swifter recruitment and talent management
- Swifter onboarding
- More time for individual attention
- Online training and meetings



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ADDING TECH AND AI CAN GIVE US:

- Clearer predictions and projections
- Less micro management and more independency at work for all employees and managers
- Reduction of monotonous work
- Better and immediate support and follow-ups and feedback
- Better time management thus better work-life balance
- Freeing up time for us to look at the 'bigger picture' and continue developing the HR function.
- More flexibility. Work based on quality not time!
- **Working wiser not harder!**

WHERE TO START?

Ask yourselves: How can technology and AI better your company/performance/department? Start by examining what is taking up most of your time? What is the most tedious and repetitive task for you? Can it be automated? Examine the 'Employee Experience' from the moment they send in their CV.

Tech & AI should be used as an enabler to enhance the employee experience, but it should never replace the human touch & empathy. Combining tech with a people-centric approach is key to creating a positive and productive work environment.

Example: How do you feel when you contact a CS chat and get a bot? Do you feel you get the same service?

WHAT I RECOMMEND



Recruitment Software

Digital Onboarding

Employee Self Service Platforms

Performance Management Software



Learning and Development Tools

Flexible Work Arrangements

Communication Platforms

Data Analytics & Predictive HR



AI & Chat Bots

Employee Engagement

Privacy & Security Measures

Training & Support

Culture Alignment

IMP:

*Make sure you do not have too many softwares in place!
ONE software can do multiple things!*

FUTURE OF WORK:

Companies that prioritize employee well being & offer tech tools to support it see increased productivity & job satisfaction & sense of belonging.

Using tools like project management softwares, video conference platforms- employees can work more efficiently and flexibly.

Happy, engaged employees are more productive, independent in their work & less likely to leave-
EMPOWER EMPLOYEES!

FUTURE OF HR:

- Automation, faster execution
- Data driven information and recommendations
- Advisory for C-level Management & organisational changes
- Proactive Development & Changes
- Enabling a hybrid/remote workforce & flexibility
- BUSINESS DRIVEN HR!



CHALLENGES IN IMPLEMENTATION

- Tailoring technology- technology needs to align with employee needs
- User friendly interfaces
- Training- employees need the skills to navigate the technology/software
- Compatibility- New tech harmonizes with existing systems
- Expectation Management- realistic assessments of tech's capabilities.
- Stakeholder Buy-in- support from Senior Management & Financing.

WHAT TO TAKE WITH YOU

- Research softwares that may be suitable for the needs of the company
- If you have softwares- are these the best & most cost effective solution for the company? Are they providing you what you need & preparing you for the future workforce?
- Check budgets- what can you invest in?
- If you'd like to invest in a software & you need to present the proposal to Higher Management, prepare the numbers. Show how this will cost effectively aid the dept & the Company. Hours & time! How will the time be better used? Where will your focus will be moved towards?
- AI- How can we use AI? How can the company use AI to be more efficient? Set the boundaries of how & when AI can be used in the Company. IMP to elicit such restrictions in the Company Handbook.



Thank you!

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