

# Six Major Areas of Design Work in FY16

## HR Process



- Conducted 14 future state process modeling design sessions with 35+ HR professionals across Grounds
- Designed and validated 14 future state process models
- Documented control points, inputs and outputs by process areas
- Identified 27 mission critical variances

## HR Service Delivery Design



- Established future state HR service delivery model
- Designed future state HR service center
- Documented high-level design for 4 Centers of Expertise
- Designed HR Service Partner approach
- Assembled fact base of HR volume metrics and activity across Grounds

## HR Technology



- Defined HR technology strategy and design guiding principles
- Assessed current user experience and effectiveness of 90 HR applications
- Documented over 2,000 future-state HR technology requirements
- Selected vendor and solution integrator
- Began contracting with vendors

## HR Governance



- Established structure guiding principles
- Built future state high-level design
- Built future state detailed design
- Established transition approach
- Inventoried 152 HR policies and prioritized harmonization opportunities
- Confirmed policy fast-track approach
- Completed the first 6 policy pilots

## Business Services for HR



- Gathered pain points and explored potential service areas
- Evaluated 6 potential business service areas and prioritized 3 for design
- Completed high-level design
- Built quality assurance, vendor management and professional enrichment point of view

## Change and Community



- Developed Ufirst brand and launched project website
- Executed strategy to drive University awareness and engagement
- Established HR community
- Built HR community strategy
- Facilitated multiple community events
- Established new HR routines