BENEFIT TECHNOLOGY RESOURCES

2020 HR TECH TRENDS

What You Need to Know

November 13, 2019

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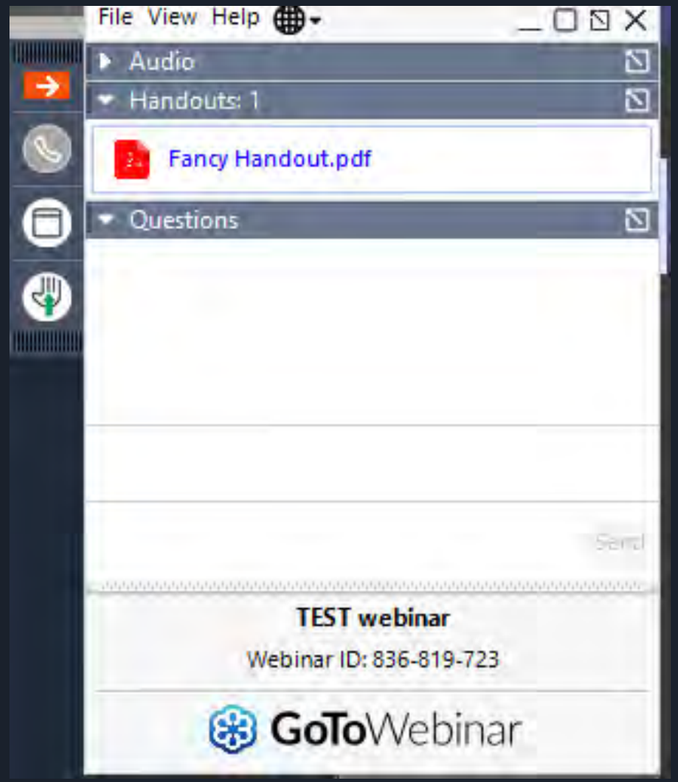

Today's Presenters

Josh Hoover

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Dallas, TX

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Strategic Initiatives
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Tampa, FL

Who We Are

Founded in 2008

One of the largest HR Tech consulting firms with 55+ FTEs

Extensive, in-depth expertise in HR Tech procurement & delivery:

- HCM
- Talent
- Time
- Benefits Administration

HR Tech Conference: World's Leading Event on Technology for HR

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The Stats

- Held in Las Vegas, NV
- 438 Exhibitors This Year (266 were **NEW exhibitors**)*
- 10,000+ Attendees*
- 20+ Years

Source: Advisor Collective, HR Technology Conference & Exposition, October 2019

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WHAT'S TRENDING IN HR TECH?

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Show Me the Money!

$1.741 billion in Q1 2019

$1.448 billion in Q2 2019*

Talent Acquisition & Recruiting are focus for most VC firms

Skill development to prepare for the "future of work"

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Source: https://www.workforce.com/2019/08/15/venture-capital-funding-frenzy-over-hr-technology-on-record-pace/?utm_campaign=ED_WF_WF%20Tech_Q1%202019&utm_source=hs_email&utm_medium=email&utm_content=75942602&_hsenc=p2ANqtz-8YUz4zDsg9Nxr2eVZcWbnX4Ko-WEJcrilKS7

For Employees

- Overall engagement of talent
- Decision support and AI
- User experience for recruiting
- Employee engagement “layover” tech

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For Administrators

- One system can't do all things well
  (think Talent and Ben Admin)
- Disconnect between the HR and employee experience
- Data matters
- Talent management and engagement

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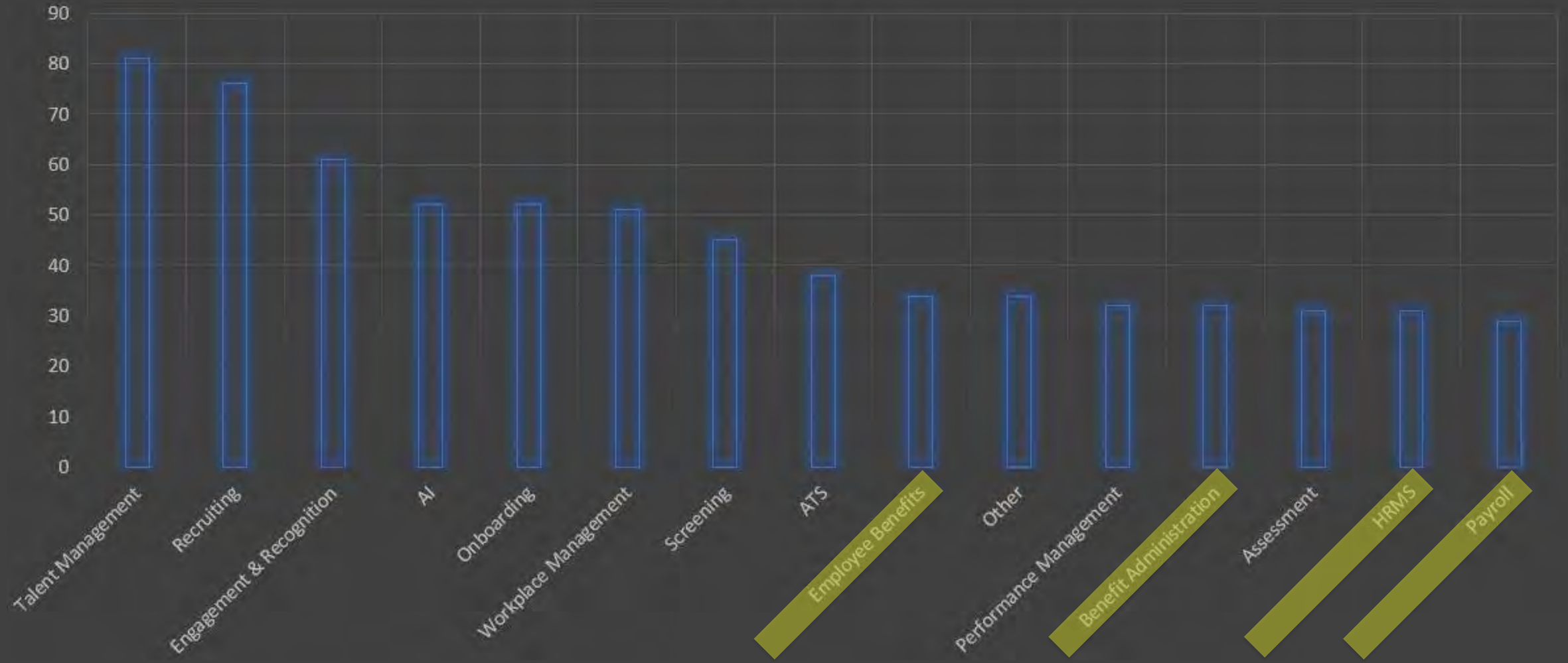
EXHIBITORS



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Source: HR Technology Conference & Exposition Registration Listing, October 2019

HR Tech Strategy

Employee Engagement

Applicant Tracking Systems

Engagement & Recognition

Development

Data Analytics

Driving results through data

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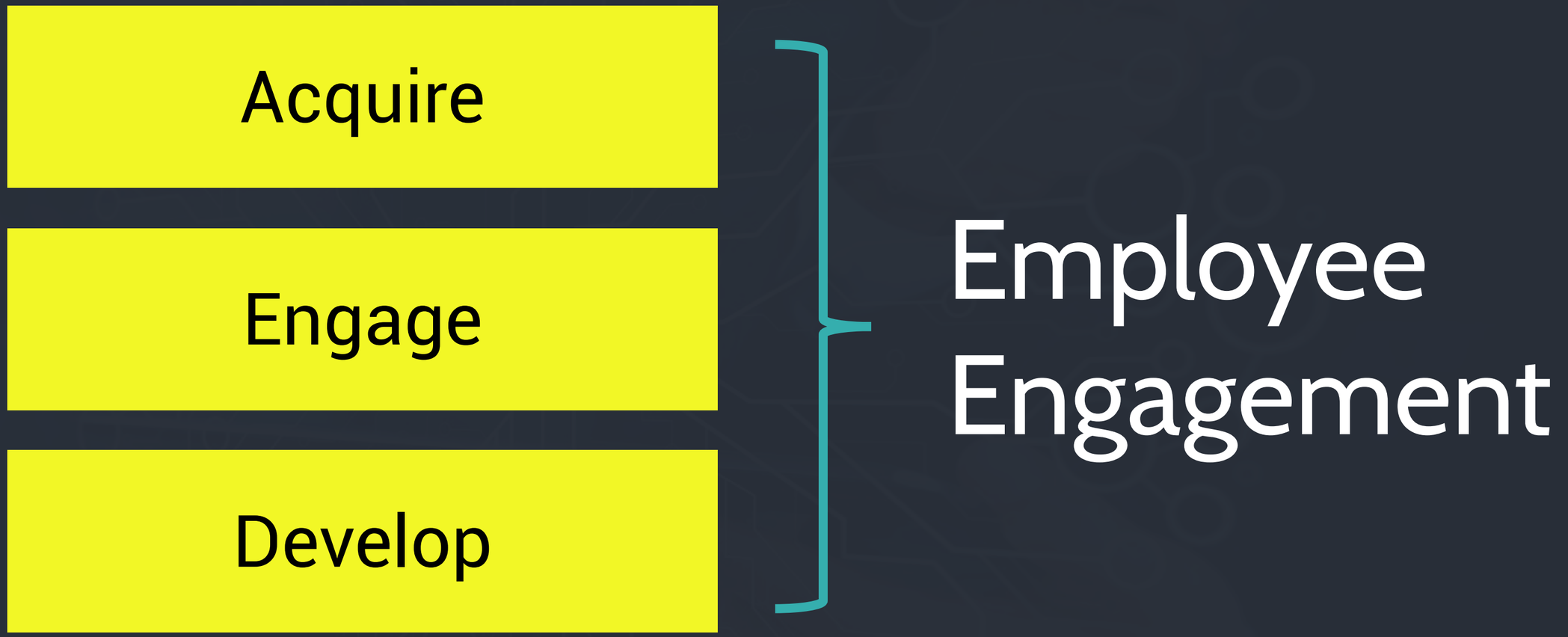

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Sierra-Cedar

Largest HR Systems Survey in the country debuted at HR Tech Each Year

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Thinking Smaller:
61% of 1,892 organizations surveyed have <2500 employees

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Sierra Cedar Survey Themes

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"Employers should be treating their HR tech **like a pet**, not a rock . . .look at it every day and measure its success"

- Jason Averbook, LeapGen

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WHAT CAN YOU DO TODAY?

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Strategy in Action

Client

- Regional Physician Group with 296 employees

Problem

- Current HCM solution deployed prior to current HR leadership and wasn't meeting the needs the organization
- No defined plan on how to leverage current tech
- Manual processes in place for ATS & Performance Management

Strategy

- Define HR tech strategy and desired outcomes
- Independent review of current ATS & Performance Management processes

Outcome

- Identified the need for a best-of-breed ATS solution to accommodate recruiter access and tracking needs
- Discovered $20,000 net annual savings for client due to redundant fee

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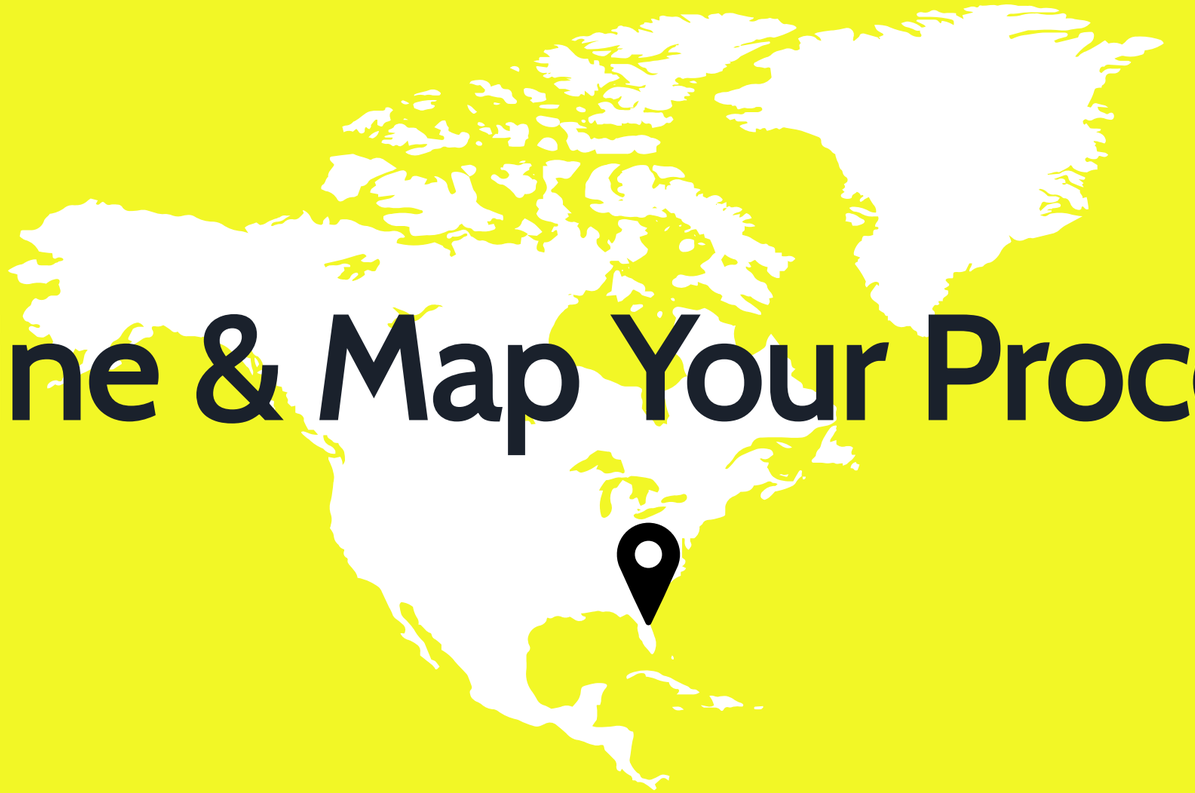
Define & Map Your Processes



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- Define and document your current state
- Determine desired future state
- An all-in-one solution may not be your best bet (and that's okay)

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Keep Your Learning Hat On

Keep Your Learning Hat On

- How are you staying educated on the market?
- What are your peers doing?
- Do you need to consult with a third party?

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Time is Money

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- You must drive the transformation
- Manual processes are costing you time (which is money)
- Change management is inevitable, and you must fight:
  - End-user indifference
  - Ineffective training
  - Inadequate communication
  - Limited accountability

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It's Not About You

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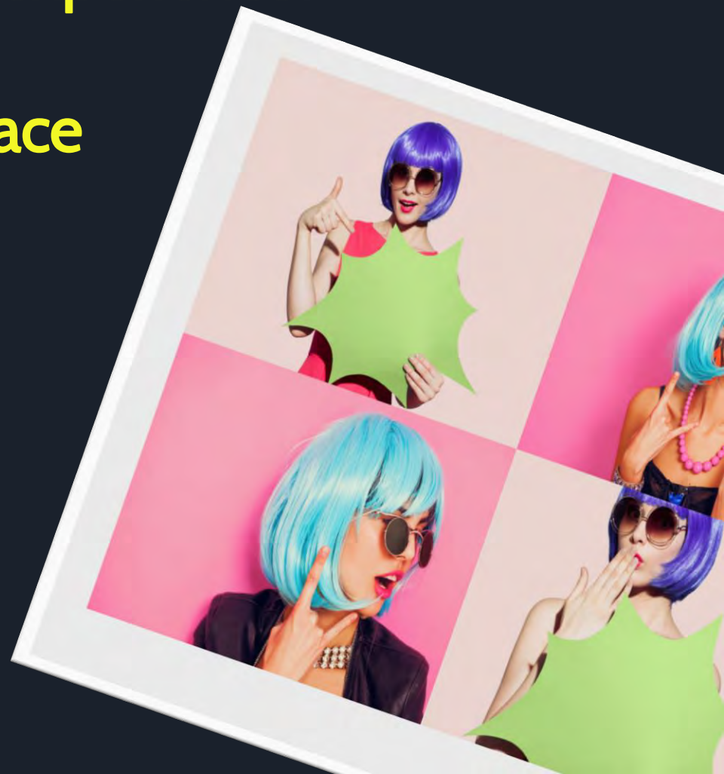
It's Not About You

How do you focus on the employee experience?

Happy people make a happy workplace

It's all about the people



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STALK/CONNECT WITH US

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