



Immer noch Tannenzäpfle oder bereit für Transformation?

Uni Konstanz Alumni packen aus:

Digitale HR Transformation, Berater:innenalltag und Biersorten.

WILLKOMMEN ZU UNSEREM VORTRAG!

SCHÖN, DASS IHR DABEI SEID.



Agenda für den Abend

Inhalte

-
- 1 **Willkommen und Einführung**
 - 2 **Über uns:**
Wer wir sind
 - 3 **Über unsere Arbeitsinhalte:**
Was uns am Herzen liegt
 - 4 **Über unseren Arbeitsstil:**
Was unsere Unternehmenskultur ausmacht
 - 5 **Q&A, Diskussion und Ausblick**
-



A photograph of four business professionals sitting around a table in a meeting, overlaid with a semi-transparent blue filter. The text 'WILLKOMMEN UND EINFÜHRUNG' is centered in white. A large white arrow graphic points from the right side towards the text.

WILLKOMMEN UND EINFÜHRUNG

Willkommen und Einführung

Vorstellung: Wer wir sind

Absolvent der
Universität
Konstanz



André Jenczmionka
Lead Mercer Digital Solutions DACH

Absolventin der
Universität
Konstanz



Theres Guntram
HR Transformation Expert



Talisa Miene
HR Transformation Expert

1. „Beratung“ bedeutet für mich...



2. Mit „HR Transformation“ verbinde ich...

Stellenabbau

verstehen wir den
Veränderungsprozess, der die
Personalarbeit für die Zukunft
aufstellt

auf die VUCA-Welt reagieren

Unternehmensstrukturen aufbrechen

Mensch Maschine

Menschen im Wandel begleiten

Digitalisierung, Prozessoptimierung

Veränderungen Nachhaltigkeit

Kommunikation zwischen MA
verbessern

Tannenzäpfle

Prozess verändern, wie man MA für
das Unternehmen gewinnt

Personalentwicklung

Außergewöhnliches finden

Angenehmere Arbeitsatmosphäre

Wiwi ist kein Studium

3. Von Eurem Vortrag erhoffe ich mir..

Einblicke in den Beruf

Möglichkeit für einen Werkstudenten
Job - Remote

Ideen/Möglichkeiten für Praktika

Infos zum Einstieg / Möglichkeiten
nach Studium

Mehr über die firma erfahren und
tipps für zukünftige Praktikanten

Einblicke zum Alltag

Einblick in den typischen
Arbeitsalltag.

Freibier

Einblicke in das Unternehmertum

Rothaus sollte privatisiert werden

Ehrliche und authentische Antworten

Spannende Einblicke in den
Arbeitsalltag

Erkenntnisse, was man in der
Beratung eigentlich macht

Probleme und Herausforderungen

3. Ich studiere ...

Psychologie

Psychologie

Psychologie

Politik- und Verwaltungswissenschaft

Politik- und Verwaltungswissenschaft

Literatur Kunst und Medien

Psychologie

Psychologie

Politik und Verwaltung, 6. Semester

Psychologie

Psychologie

Mercer kann ich mir als Arbeitgeber vorstellen

Psychologie

Psychologie

Psychologie

Politik und
Verzweigungswissenschaften

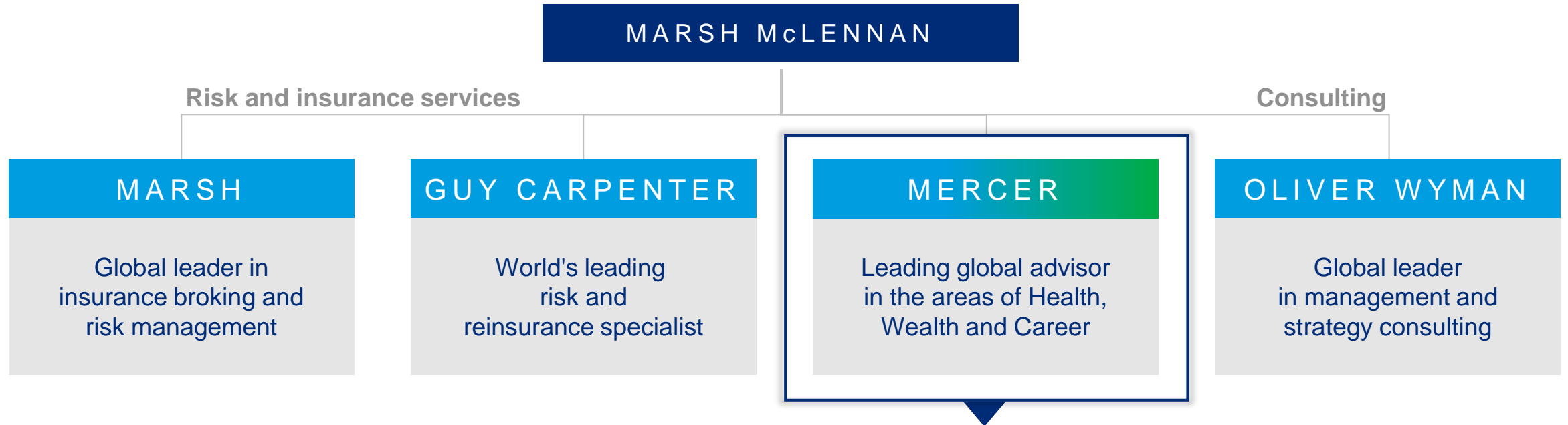
Psychologie

A photograph of a diverse group of business professionals sitting around a table in a meeting room, engaged in conversation. The image is overlaid with a semi-transparent blue filter. A large, white, stylized question mark is positioned on the right side of the image, partially overlapping the meeting scene.

**ÜBER UNS:
WER WIR SIND**

Über uns

Better together: bundling forces and competences



Über uns

Umfassende Erfahrung in allen personalbezogenen Themen



WORKFORCE & ORGANIZATION



Human Digital Transformation



Strategy Execution



Agility & Change Management



M&A



Workforce of the Future

HR TRANSFORMATION & DIGITALIZATION



HR Strategy & Organization



HR-IT & IT Strategies



Benefits / Pensions



Talent & Leadership



People Strategies



Total Rewards

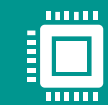
DATA & ANALYTICS



Remuneration and Policy
Data for +140 Markets and multiple industries



Cutting-edge tools to analyse compensation, reward strategies, job structures etc.



Automated and AI-supported data collection and delivery

Über uns

Für was wir stehen



We are **leaders in HR consulting**, with a **proven track record** and access to **relevant tools** and **best-practice data**.



We have helped **create substantial impact** – we **know the industry** well and understand what will drive its **future HR solution and setup demands**.



Through co-creation we help instill **purpose in project teams**, **drive a shared vision**, and **create conviction** in stakeholders for **lasting impact**.

Über uns

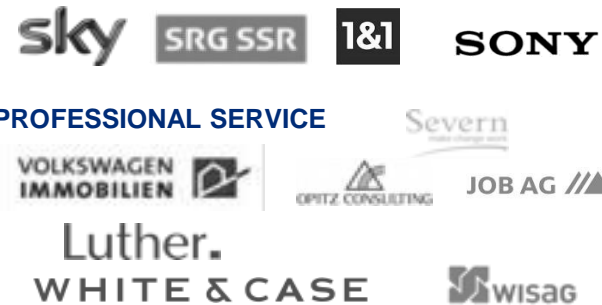
Auszug aus unseren Kundenreferenzen

Our customers

INFORMATION & HIGH TECH



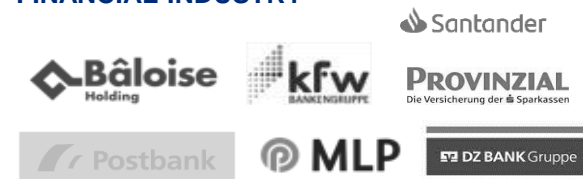
LIFESTYLE & MEDIA



INDUSTRY



FINANCIAL INDUSTRY



HEALTHCARE



RETAIL & FMCG



LIFE SCIENCE & CHEMICAL



LOGISTICS & CONSTRUCTION



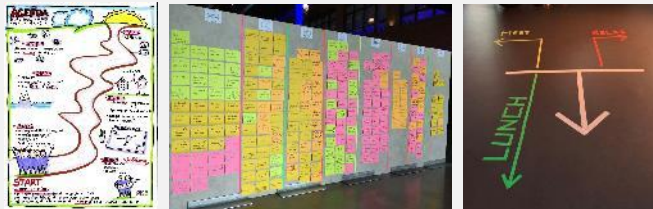
Über uns

Kombination einer agilen Denkweise mit fundiertem Methodenwissen

PERSONAL COOPERATION



Workshop design according to Design Thinking and SCRUM method



Interactive and innovative room design



Tangible visualization of workshop results

WHAT OUR CUSTOMERS SAY

Projects with Mercer are really fun - the variety of methods and depth of content are enormous.

Claudia Plücker, Aldi South

Mercer is an end-to-end, deeply skilled HR consultancy. I want to applaud Mercer for their leadership in this area.

Josh Bersin, Bersin & Associates

The consideration and combination of the 5 dimensions in the HR transformation context as well as TIM before TOM was the key for me.

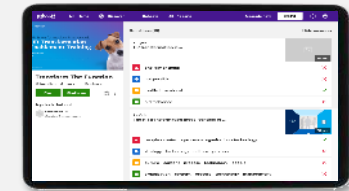
Analia Mac Laughlin, PVH

VIRTUAL COLLABORATION

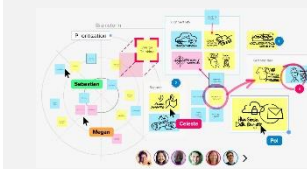
Mentimeter



Kahoot!



MURAL



Solutions we use for real-time feedback and interactive virtual workshop formats

Solutions we use for virtual collaboration include:



**ÜBER UNSERE
ARBEITSINHALTE:
WAS UNS AM HERZEN LIEGT**

3

HR Transformation trend insights

Which market trends do we observe?

We face 5 key movements and trends with regards to HR transformation and strategy implementation.



Employee experience




HR Transformation trend insights

To nail it down – what are the two core benefits for reshaping the HR function?


It all comes down to two reasons...

#Boost employee engagement and productivity

#Increase operational efficiency

A woman with long dark hair, wearing a brown jacket and a blue scarf, is walking towards the camera. She is carrying several shopping bags, including a white one with a logo and a brown one with the text 'www.DEQUORATION.com'. The background is a blurred outdoor setting.

Employees have become **consumers** in a highly competitive talent market, employees long for the purpose, affiliation and experience they are used to as consumers.

A group of diverse people are sitting around a wooden table in a meeting. They are looking at a laptop screen and appear to be engaged in a discussion. There are coffee cups and papers on the table.

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HR Transformation trend insights

What does that mean for people manager and HR?

“

This is really our moment, in the last crash, it was CFOs who saved us. This time it will be CHROs.

Diane Gherson, Chief Human Resources Officer at IBM, April 1, 2020 ”

#Mindset shift and stronger ownership of people topics

#More self-services for people manager and employees

#More digital interaction

#Rethinking their services and way of interacting

#HR becoming a more strategic partner and advisor

#New roles and need for upskilling

#Finding the right balance between standardization and individualization

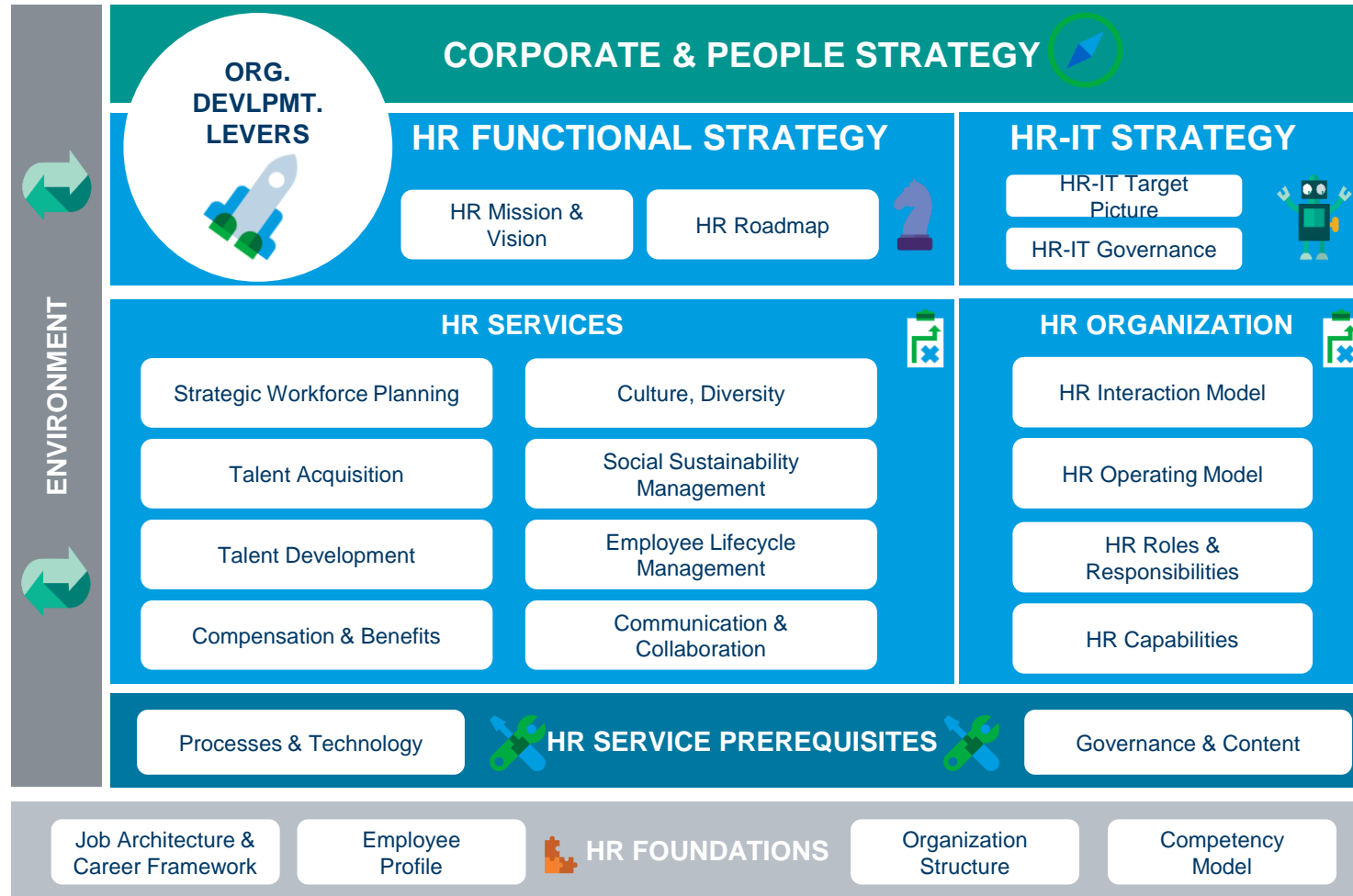
#Digitizing and automating transactional services and process



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INTRODUCTION: HR SERVICE PORTFOLIO



ACCELERATING HR TRANSFORMATION @ PVH



START

Establish project foundation



DISCOVER

Assess current state



SHAPE

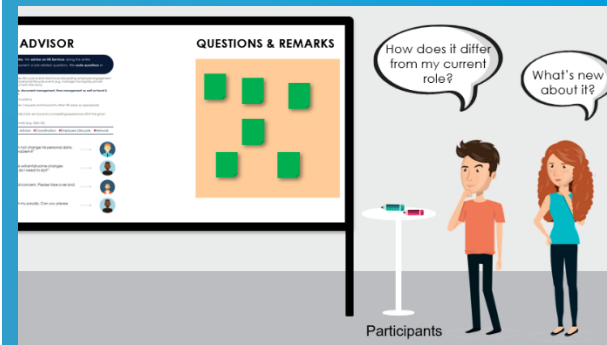
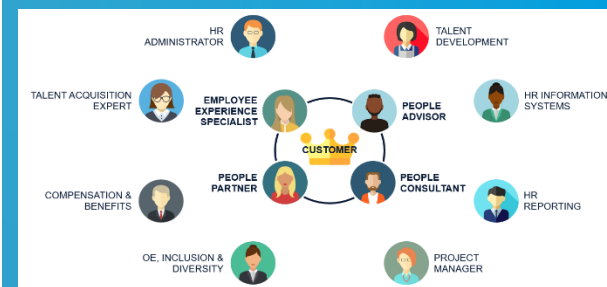
Design future state

	HR Strategy Definition		HR Analytics	
Strategic	Organizational Effectiveness & Change Management	Workforce Planning & Design	Communication & Collaboration	
Core	HR Business Partnering / Strategic Advisory	HR Business Partnering / Strategic Advisory		
	Talent Acquisition	Employee Branding	Sourcing	Recruiting
Operational	Talent Management	Talent Development	Succession Management	Performance Management
	Compensation & Benefit Management	Total Comp & Ben Rewards (Incl. Incentives)	Merit Increase	Job Grading
	HR Services	Employee Lifecycle Management (Incl. Exit Management)	Time Management	Relocation Management
	HR Process & System Management	HR Reporting	Payroll	Travel Management
	Foundations	Process Experience Management	HR System & Data Management	
	Company Culture	Values	Career framework	HR Core & Org Data
		Employee Engagement / Company Culture	Inclusion & Diversity	Employee Well-being



DRIVE

Develop roadmap and implement



Über unsere Arbeitsinhalte

Kundenbeispiel PVH



A background image of a business meeting with a blue overlay. The text is overlaid on the image.

**ÜBER UNSEREN ARBEITSSTIL:
WAS UNSERE UNTERNEHMENS-
KULTUR AUSMACHT**

4

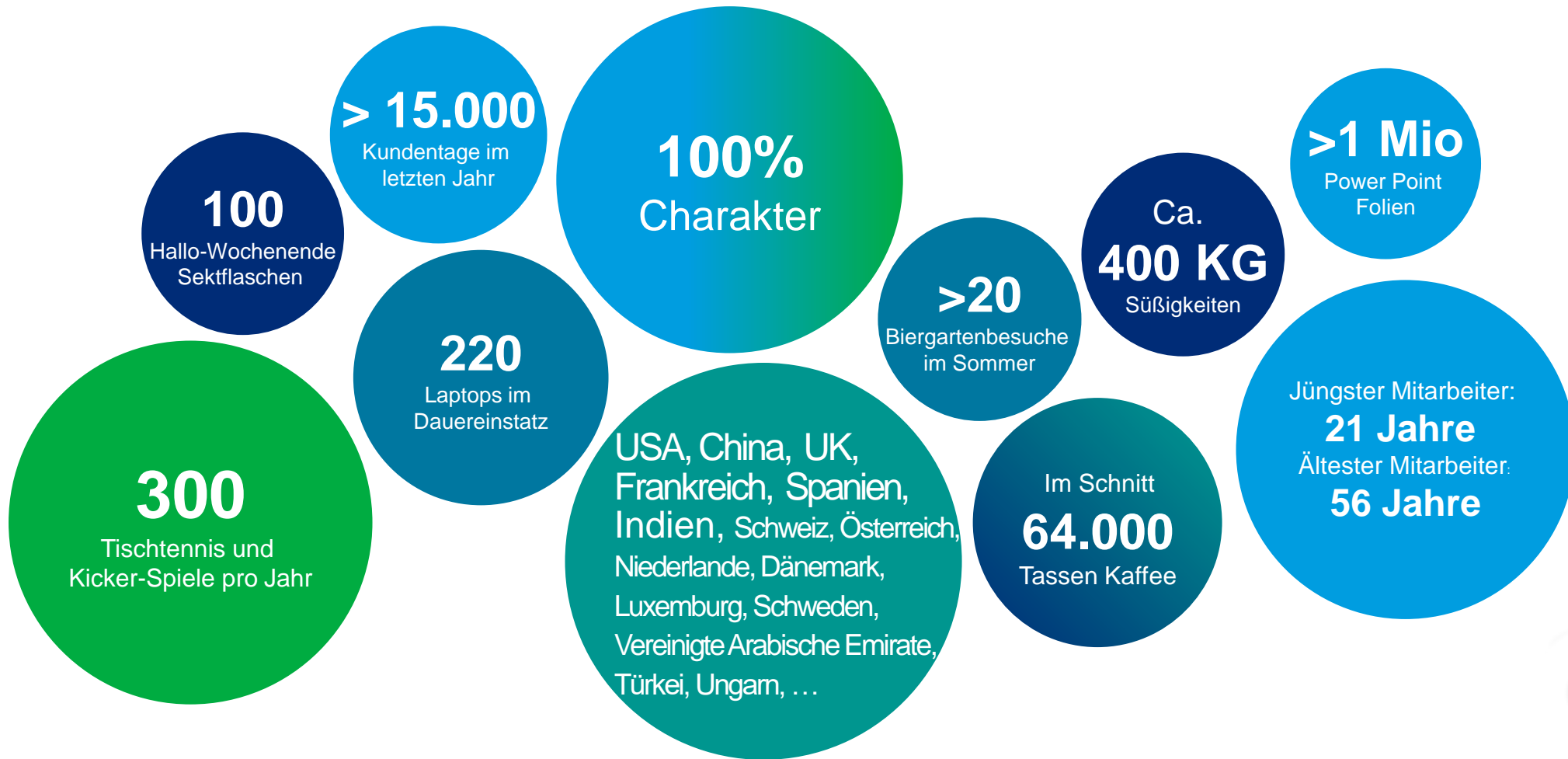
„Was ist das Besondere an
Mercer als Arbeitgeber?“

EVP Mercer Deutschland



Über unseren Arbeitsstil

Menschliches



Über unseren Arbeitsstil

Was ein Consultant macht

The screenshot displays a Microsoft Outlook calendar in a weekly view. The interface includes a search bar at the top, navigation tabs (Datei, Start, Senden/Empfangen, Ordner, Ansicht, Peer Review, eWorking, Hilfe, PDF-XChange), and a sidebar on the left with a calendar navigation pane. The main calendar area shows a grid of days from Monday to Friday. The events are as follows:

Day	Monday (4)	Tuesday (5)	Wednesday (6)	Thursday (7)	Friday (8)
07		Frankfurt(Main)Hbf	Zug von Frankfurt(Main)Hbf nach Frankfurt(Main)Hbf		
08					
09	FW: IT People Strategy - Interview	Blocker SAP WS Beck, Marius	Preparation Country Workshops - Day I	Preparation Country Workshop - Day II	Update LoP; Weekly Team
10		Input Sou			
11					
12					
13	IT People Strategy - Interview T	WOkring Session Fink, Luzia			
14					
15	Finalisierung SAP WS und W				Kurze Ab: Sync; Sync
16					
17	Knowledge Transfer Interviews AI				
18	Absprache / Vorbereitung	Zug von Duisburg Hbf nach Frankl Duisburg Hbf	Core Team Dinner Ristorante	FW: Telefonat Promerit/	
19					

A group of four business professionals (three women and one man) are seated around a table in a meeting room. They are engaged in a discussion, with one woman on the left gesturing with her hands. The image has a blue overlay. A large white number '5' is positioned on the right side of the image.

Q&A und Abschluss

5

Habt ihr Fragen?

..zur Karriere

..zu Mercer

..zur HR Beratung

..zu HR Transformation



Q&A und Abschluss

Haben wir Euer Interesse geweckt?



Internship

explore insights during your semester holidays or for a longer duration in one or several areas @Mercer



Working student

work besides your bachelor or master studies in our internal functions or consulting business



Job entry

start your career in an internal function or our consulting business in Wealth, Health or Career

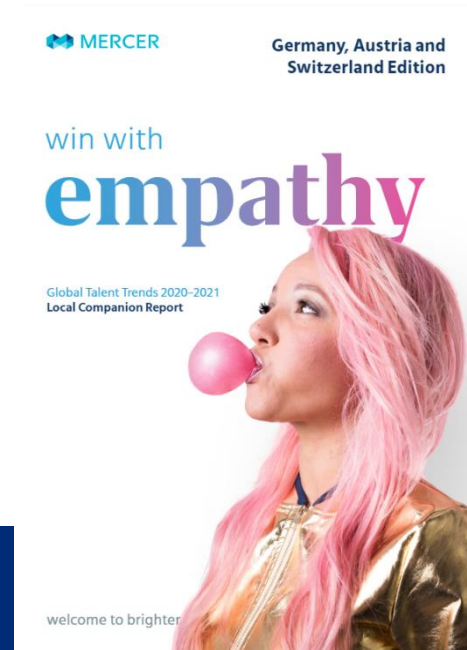


Explore your opportunities!

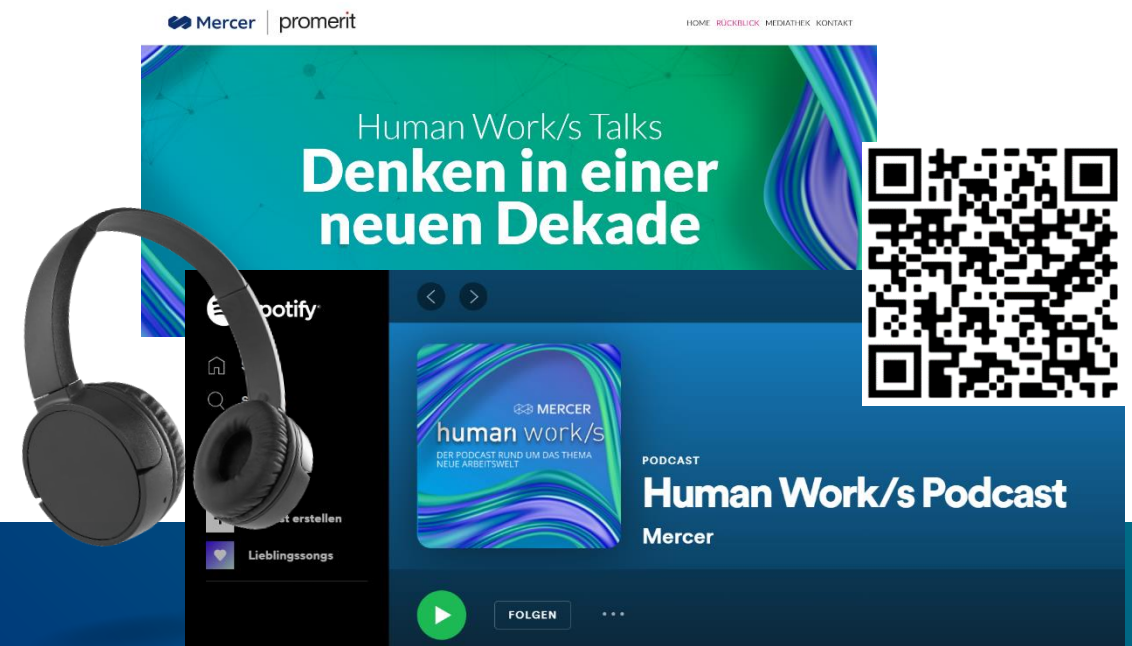
Mercer's Global Talent Trends und weitere Ressourcen



Global Talent Trends Report
Download [here](#)



DACH Report
Download [here](#)



Human Work/s Talks
Website [here](#) | Podcast [here](#) or scan QR Code above

Ein Key-Takeaway, das ich heute mitnehme ist...

..., dass sich die Arbeit bei "Mercer" interessant anhört.

Mercer kann ich mir als Arbeitgeber vorstellen

Beratung klingt nach einem super spannenden Arbeitsfeld. Mercer scheint eine coole Arbeitskultur zu haben.

Beratung ist immer eine spannende Option, weil viele Kompetenzen gefragt sind und sich jeder auf seine Art und Weise einbringen kann

Endgültig überzeugt nicht in den klinischen Bereich zu gehen



**VIELEN DANK
FÜR EURE
AUFMERKSAMKEIT!**



Q&A und Abschluss

Lasst uns in Kontakt bleiben...



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A group of four business professionals are seated around a conference table in a meeting. From left to right: a woman with dark curly hair in a light blue shirt is speaking and gesturing with her hands; a man with glasses and a dark shirt is listening; a woman with short blonde hair in a light-colored blazer is also listening; and a man with a beard in a light blue shirt and tie is looking towards the speaker. The scene is dimly lit with a blue tint. The Mercer logo, consisting of a stylized icon and the word "Mercer", is overlaid in the center of the image.

 Mercer