

digital strategy



welcome to brighter

Your organization needs to be digital

Is your organization feeling the pressure of constantly evolving workforce and business expectations? Do you need to innovate but always find yourself trying to do more with fewer resources? Are you curious if your HR technology portfolio is optimized?

In our survey of HR leaders ...



20%

say their teams have adequate tech and digital skills



28%

say they have a comprehensive digital HR roadmap



21%

indicate satisfaction with adoption of their solutions



18%

have the data they need to make good talent decisions and measure performance

We are here to help you

Mercer | Leapgen will collaborate with you to build a digital HR strategy that strengthens your operating model and enables better experiences. A successful digital HR function requires more than technology. We apply a holistic approach through our digital equation for success.

What makes us different?

1 We meet you where you are.

Each engagement is customized to meet your specific needs with rightsized services.

2 We're technology inclusive.

We have no implementation or outsourcing business to feed. We'll help you optimize what you have and evaluate new solutions to fill any gaps.

We bring together agile, versatile teams to help you be digital.

These teams include consultants, designers, former HR and IT practitioners and industry luminaries to get you better results faster.

Our Digital Strategy methodology

Embark

We align stakeholders to the mindset, people, process and technology philosophy needed for successful digital HR transformation, including lessons learned and best practices.

- Mindset-for-success session
- Stakeholder-alignment messaging

We deliver an actionable roadmap and help you prepare for deploying a successful digital HR program.

- **Program plan** integrated and inclusive of all digital initiatives
- Deployment Readiness **Assessment** — program governance, business case and Software Selection support

We get to know you and build an understanding of your organization, workforce, HR function & strategy, digital capabilities and technology architecture.

Discover

- Summary of findings strength, weaknesses, opportunities, constraints
- Digital Capabilities Assessment mindset, people, process, technology

We apply our collective experience, thought leadership and recent work to help you imagine what being digital can mean.

- **Vision** purpose, promise, principles and proof (success measures)
- **Recommendations** quick wins and other initiatives

Shape

Valued outcomes of our Digital HR Strategy



Key stakeholder alignment



Talent intelligence



Decreased risk / liability



Better workforce experience



Time and cost savings

What makes Mercer | Leapgen different?

About us

Mercer | Leapgen designs and executes innovative digital strategies to transform how HR delivers value to an organization and how people experience work. We fuel the success of digital transformation programs by offering market-leading advice, human-centered consulting, knowledge, research, and tools to enterprises and solution providers.

We believe workforce technology should make work smarter, not get in the way. We help organizations evolve from technology implementation to holistic digital deployment. Turn your challenges into successful solutions by partnering with the most experienced and passionate bench of HR thought leaders who deliver on vision, strategy, design, deployment, and continuous innovation.

Get in touch



