

Creating a Hybrid Workforce

**HR's role with big data, artificial
intelligence and robotics**



You need to stay ahead of technological developments.

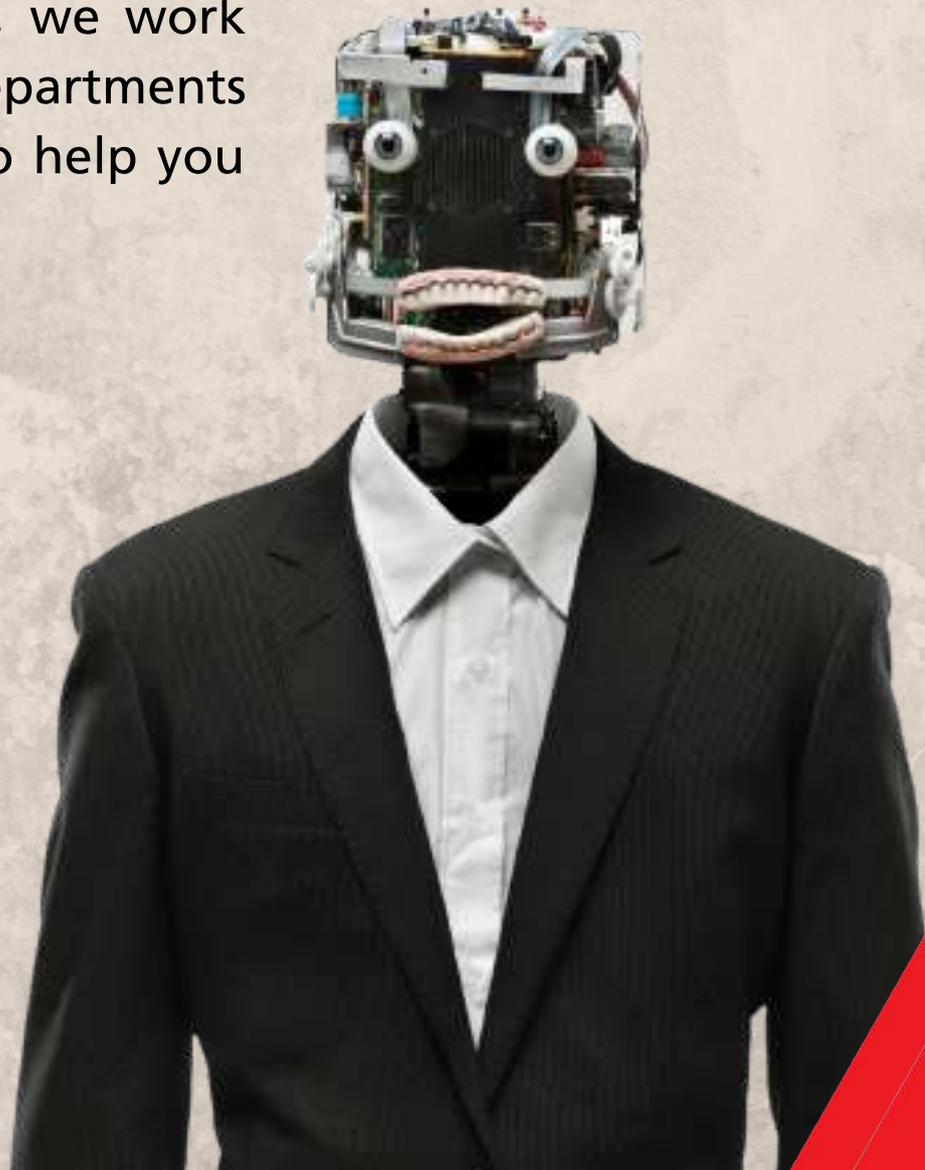
The impact of big data, AI and robotics on the workplace cannot be overestimated. As an HR leader, you need to stay ahead of these developments.

Practically, by applying the right HR-Tech. But also structurally, by creating a workplace where technology supports the humans to be more effective, creative and 'humane'.



We help you to develop and implement a hybrid workforce strategy.

We can help you to envision, plan and implement a hybrid workforce strategy for your business. Together, we sift through the hype and figure out what makes the most sense for your situation and organisation. Then, we work with your team, departments and stakeholders to help you make it all happen.



Understand

We help you create a vision for how you want technology to impact your workforce.

How we do it

1

Understand what 'could' be

We help you use your company's existing technology roadmap and the most important trends in the market place to evaluate how tomorrow's technologies could impact the way your business works.

2

Determine what 'should' be

Together with your key technology and leadership stakeholders, we help you create a 5 year vision of how you want work to evolve in your business, while also mapping areas of uncertainty and further investigation.

3

Impact analysis

We help you compare your current situation against your envisaged future. This impact analysis gives you and your leadership colleagues a clear view of the work practices/teams you need to keep, stop, add or change.

Result

A clear vision for your hybrid workforce, as well as its implications for your business.



Plan

We help you turn your hybrid workforce vision into a tech-positive roadmap.

How we do it

1

Create a 3-5 year Hybrid Workforce Roadmap

We work with your tech teams and your leadership to prioritise the outcomes of the impact analysis and create a 3-5 year, cross-departmental roadmap for workforce preparation, reorganisation and reskilling.

2

Turn your roadmap into an operational plan

Through workshops, alignment sessions and personal coaching, we help you embed your Hybrid Workforce Roadmap into your company's mid-term strategy and operational (departmental) plans and budgets.

3

Launch a tech-positive narrative

To help your people embrace the changes ahead, we help you to design and communicate the opportunities offered by a hybrid workstyle. Not just to the business, but also to each individual employee.

Result

A roadmap, implementation plan and narrative to turn your hybrid workforce vision into reality.



— Implement

We help you to successfully manage key components in your transition to a hybrid workforce.

How we do it

1

Implement reskilling initiatives

Some of your people will need to work with new technologies. Others will need to completely reorient their careers. We help you break the news to each group and set up programmes that reskill them for your company's future.

2

Continuously engage and align stakeholders

The shift to a hybrid workforce inevitably leads to change and potentially tension or even (labour) conflict. We help you minimise transition pains with a co-created programme to inform and gain support from different stakeholders.

3

Continuous recalibration

Nothing changes as fast as technology. To avoid that today's plans are outdated tomorrow, we help you set up a process to regularly update your original strategy with the latest market and technological developments

Result

A set of key programmes and processes that support the implementation of your hybrid workforce plans.



Want to know more?

Because every company and situation is different, HR & Strategic Change will provide practical assistance directly to your company.

We will help you design a hybrid workforce strategy specific to your business and situation. Want to know how we do it?

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MEETING WITH US**



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participants on AMA
& MCE programmes
in the last 10 years



92%

of Fortune 1,000
companies are our
business partners



96%

of participants report they
are using what they have
learnt at AMA & MCE



1,000+

expert
facilitators
globally



100+

Open Training
Programmes running
throughout EMEA



98

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working with our clients
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