

Leveraging the People Ecosystem

HR's role with suppliers, distributors,
agencies and intermediaries



You need to align HR practices across your people ecosystem.

Every company is part of an ecosystem that consists of suppliers, distributors, agencies, intermediaries and more. All of these businesses are made up by humans who directly or indirectly add value to your business.

By aligning the HR practices across your ecosystem you'll increase their contribution, while avoiding the risk of unwelcome labour issues in your supply chain.



We help you design an HR vision for your ecosystem.

We help you prototype a vision for your ecosystem's approach to HR and further develop this with your trusted vendors and partners.

Once you have determined the key elements of your people ecosystem, we help you roll them out to your network of business partners and establish a platform for continuous knowledge sharing and alignment.



Envision



We help you formulate a vision for your ecosystem's approach to HR and test this with a first set of partners.

How we do it

1

Scope the ecosystem

We co-create an overview of your company's ecosystem that clearly outlines the role and importance of each vendor as well as the internal stakeholders involved in managing their performance.

2

Formulate your ecosystem's HR vision

We help you prototype and internally agree a vision for HR cooperation across your ecosystem and identify first areas for discussion and knowledge exchange.

3

Test the water

We help you prepare, introduce and organise a kick-off meeting with your most trusted ecosystem partners. This allows you to test their reactions on HR cooperation and identify one or more partners for a first pilot.

Result

A prototype vision for your people ecosystem, which can be tested with trusted partners.



Plan

We co-create a pilot programme to test what works in ecosystem HR and develop a roadmap based on learnings.

How we do it

1

Pilot

We help you set up a pilot to share HR information and align policies with one or more ecosystem partners. By clearly framing everything as an 'experiment to learn', we jointly ensure that the pilot will always have a successful outcome.

2

Update the ecosystem's HR vision

Based on the lessons learned in the pilot, we co-create an updated vision for your HR ecosystem, in which we now also involve the ecosystem partners which were part of the pilot.

3

Create a roll-out plan

In partnership with the relevant stakeholders in your business, we help you co-create a phased roadmap to approach the rest of your company's ecosystem with an invitation to join you and the pilot partners in making the updated HR vision reality.

Result

A roll-out plan that has been tested in a 'live pilot' and validated with trusted ecosystem partners.



Roll out

We help you set up an ecosystem-wide platform for HR alignment, co-creation and measurement.

How we do it

1

Facilitate an alignment and co-creation platform

Acting as your advisor or as a neutral third-party, we help you set up a platform where different ecosystem partners can share and align their HR practices with each other and with your business.

2

Measure progress

We can help you measure whether your ecosystem is aligned to your company's (HR) goals. Where relevant, we can help you estimate the commercial/business risk of any gaps.

3

Onboard new ecosystem partners

Once your programme is mature, we can help you set up an onboarding programme for new vendors and ecosystem partners. This will allow you to immediately start working together in the right way.

Result

A continuous exchange of HR ideas, policies and practices with existing and new ecosystem partners.



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 set up an ecosystem-wide platform for HR alignment, co-creation and measurement specific to your business and situation. Want to know how we do it?

**SET-UP A FREE
MEETING WITH US**



Key Facts *About MCE & AMA*



10,000,000

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

year's experience
working with our clients
around the globe

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+32 (0)2 543 21 20



info@mce.eu



www.mce.eu