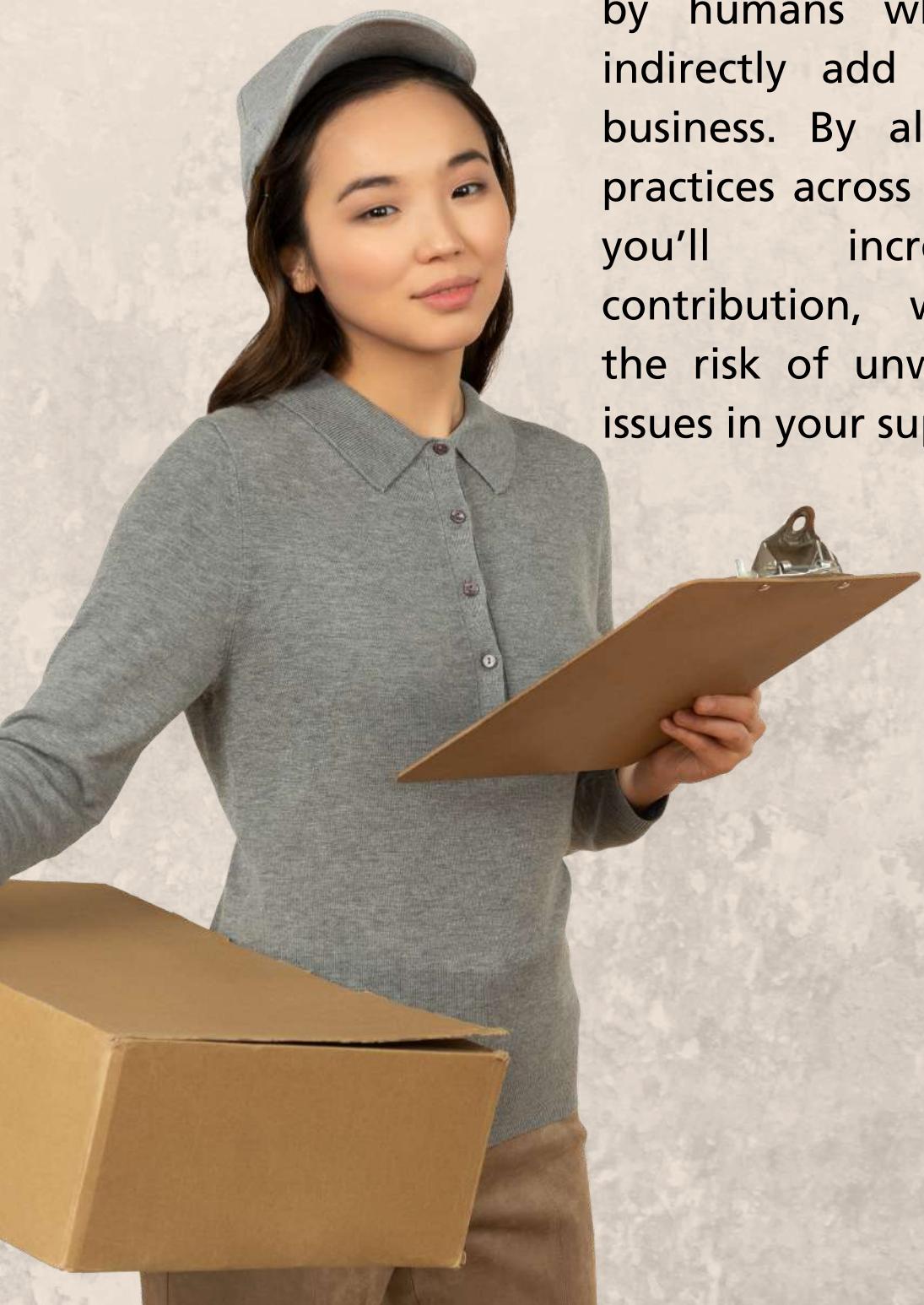


# Leveraging the people ecosystem

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



# Why you should care



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.

# What we can do for you

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

## What we do

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.

## The result

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



# — Plan

## What we do

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.

## The result

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



# Roll out

## What we do

We help you set up a 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.

## The result

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



# 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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