



Powering HR value

Bringing you the future of digital HR

Human Resources (HR) needs to deliver value to the business and an exceptional digital workforce experience. To meet these goals, there are a number of important questions that HR leaders can ask. These include:

- How can I help reshape the workforce?
- How can technology and process help deliver a purpose-led culture?
- How do I focus on “moments that matter” to employees and shape their experience?
- How can I use data and insights to develop my internal talent?

Built on our business-led approach to transformation and deep functional experience, KPMG Powered Enterprise HR (Powered HR) is an outcome-driven functional transformation solution delivered via solution- and service-oriented cloud technology. It helps to deliver future HR—today.

“ We chose KPMG because of their Powered Enterprise solution. We thought that tool would be very helpful when we got to an implementation.”

— Derek O’Brien, Director of Financial Innovation, Schwab TD Ameritrade

Components of Powered HR

KPMG Target Operating Model

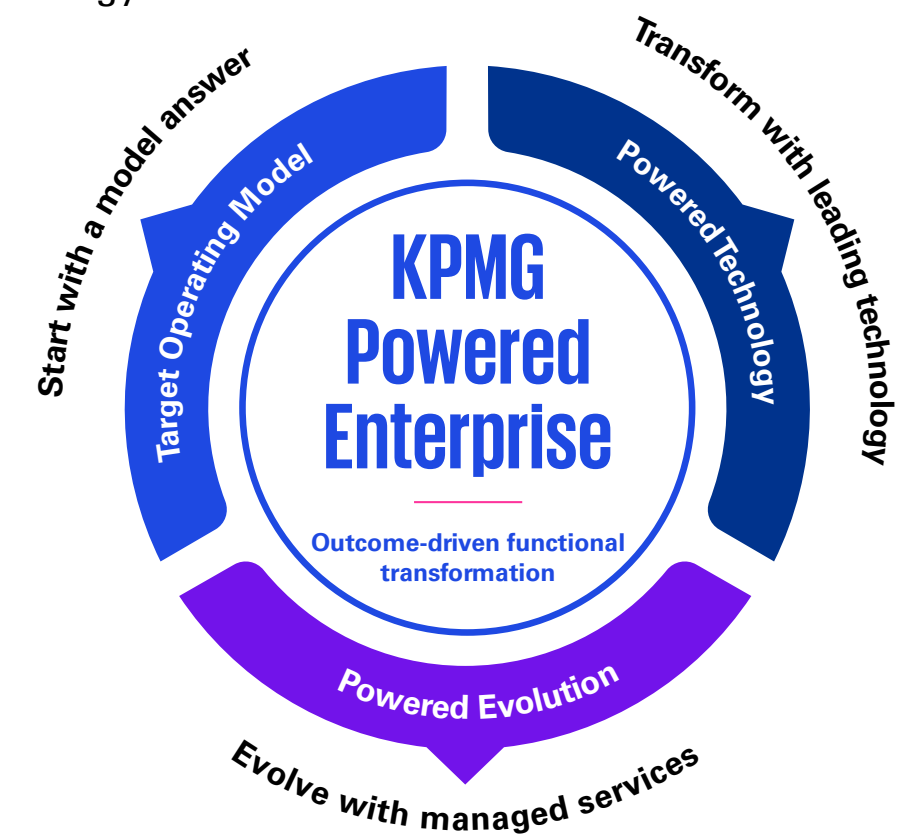
The TOM includes six design layers and codifies our knowledge of functional and industry leading practice.

KPMG Powered Technology

Workday platforms prefigured to platforms preconfigured to reflect leading practice are enhanced with prebuilt digital assets that incorporate artificial intelligence and advanced automation.

KPMG Powered Evolution

Managed services help drive continuous improvement and realize the full value from the latest leading practices and technology innovations.



KPMG Powered Enterprise HR enabled by Workday

Outcome-driven functional transformation

A prebuilt starting point that achieves results that matter

For sustainable HR transformation, an efficient target operating model should extend beyond the traditional people-process-technology layers. The KPMG Target Operating Model includes six design layers:

Governance

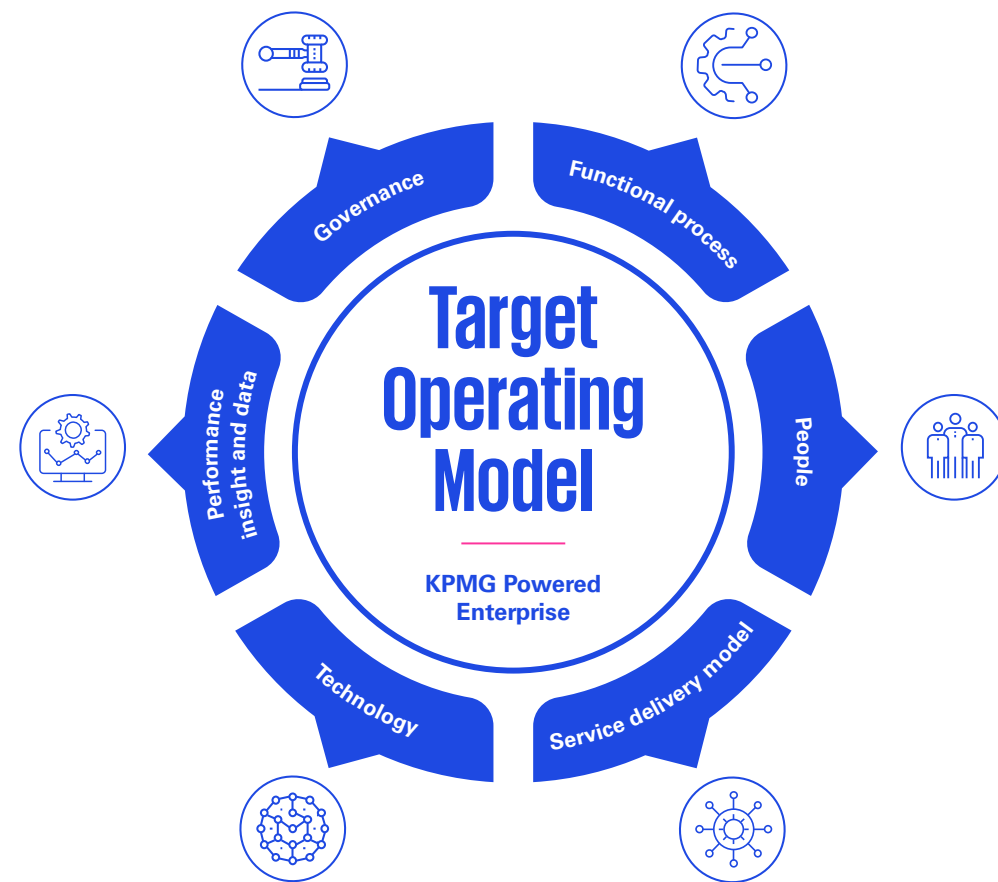
Risks, controls, and security segregation requirements related to processes; incorporates policies that help govern the processes and technologies

Functional process

Backbone of the TOM incorporates leading practices, process taxonomies, process flows, and maturity models that describe functional operation.

Performance insights and data

Data and analytics to inform decision-making and support business performance



People

Intersects with functional process to describe who does what; includes roles, organizational relationships, competencies, and skill requirements

Technology

Describes which technologies support what parts of each process and how technology applications are integrated

Service delivery model

Defines where and by whom processes should be performed

A technology-driven path to HR transformation

Powered Technology enabled by Workday helps you realize efficient time-to-value because you start with a prebuilt solution that is configured on leading cloud platforms.



KPMG leverages a shared portfolio of digital use cases that demonstrate how to enhance specific process areas. From day one, you can tap straight into leading practice and enhance your capability across:

Talent Acquisition

- Worker onboarding

Talent Development

- Compensation and benefits
- Learning
- Talent and succession planning

Workforce Experience

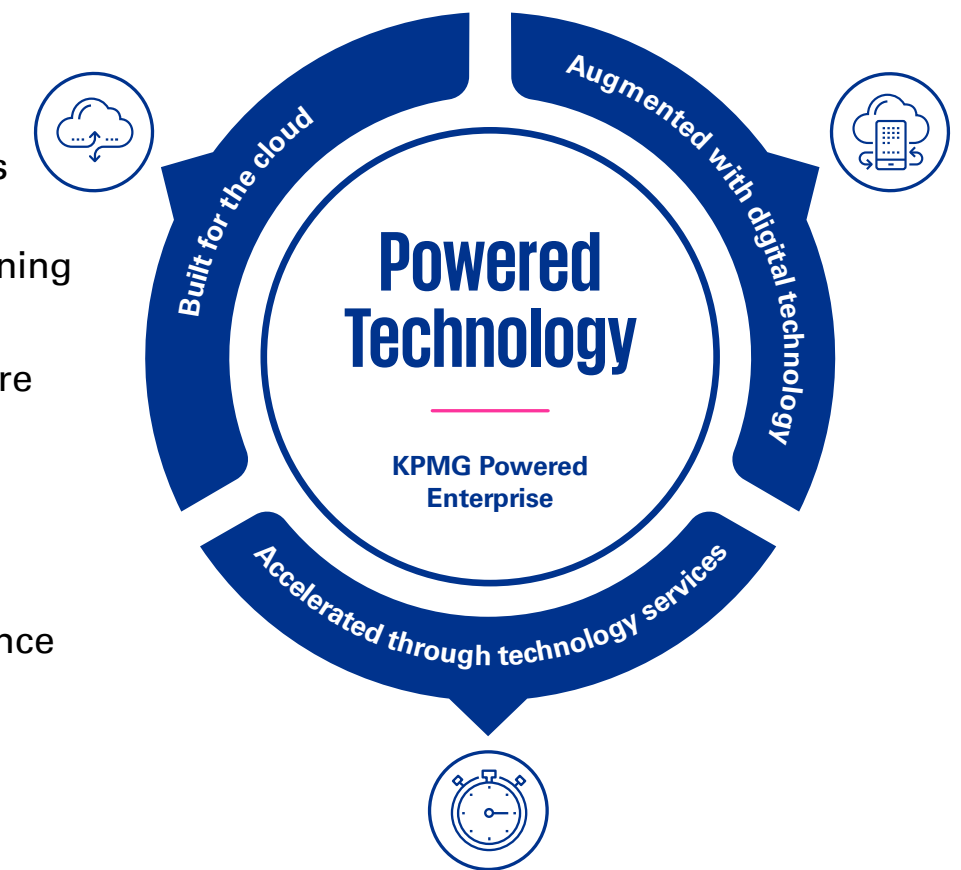
- Employee health and welfare
- Employee support services

Workforce Management

- Employee relations
- Global mobility
- HR processes and governance
- HRIS management
- Payroll
- Separations
- Time and attendance
- Workforce administration

Workforce Planning

- HR data and analytics
- Workforce shaping

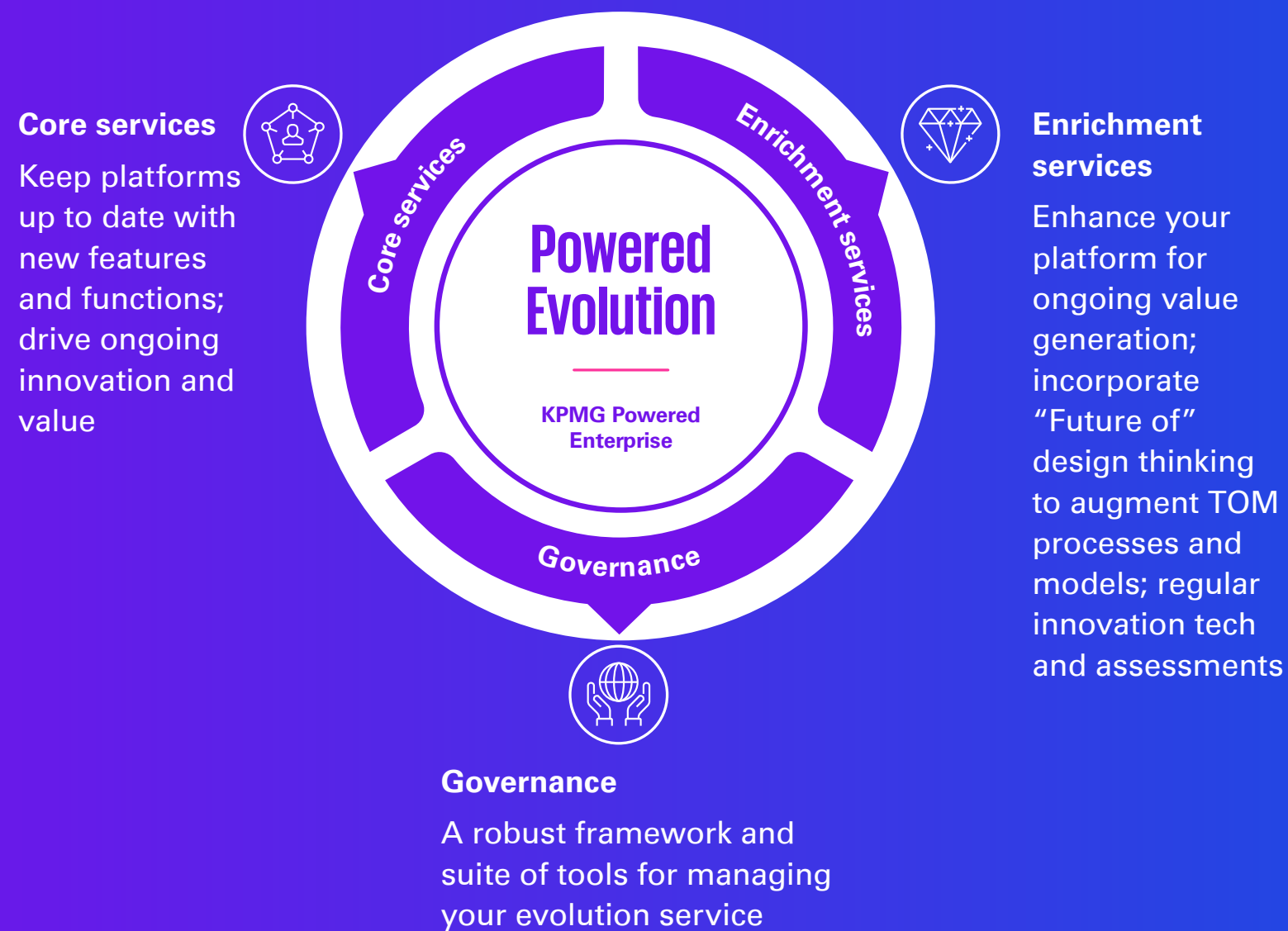


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Outcome-driven functional transformation

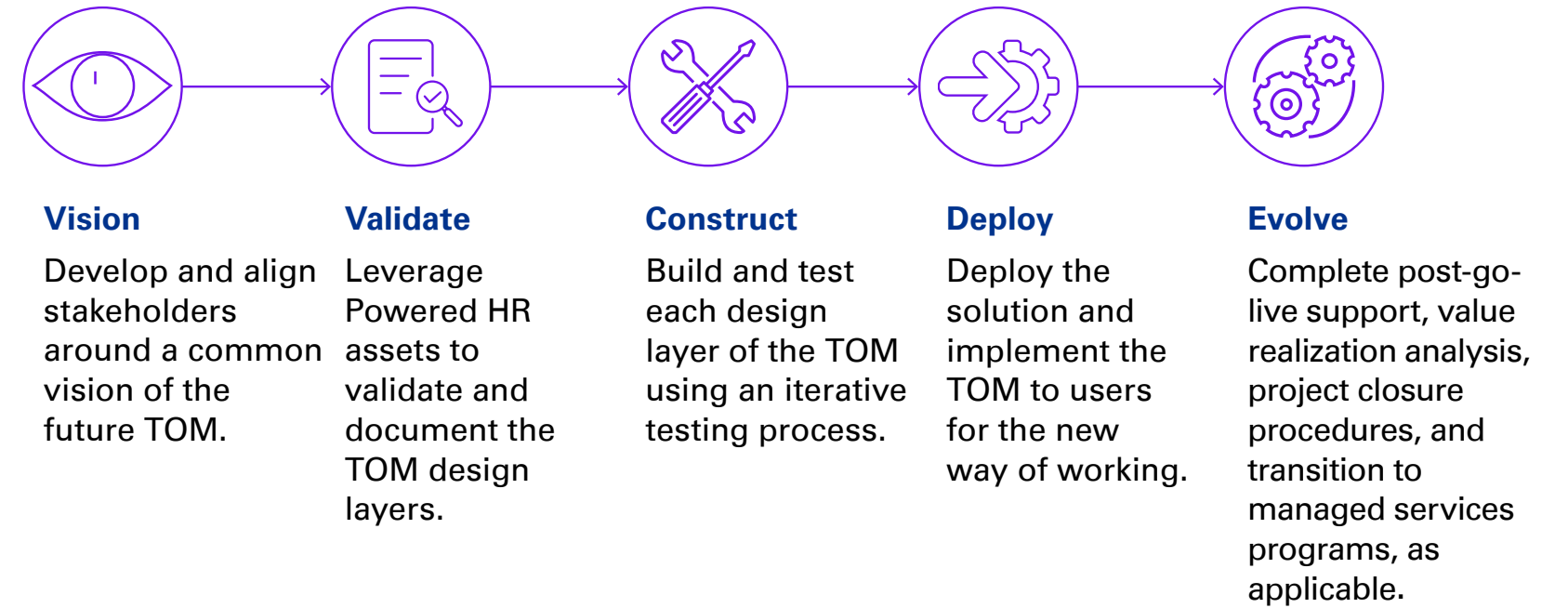
Powered Evolution—designed to help continuously improve your business

A key advantage of Powered HR is Powered Evolution—an evergreen release cycle that keeps you current with our leading practice and latest HR TOM, together with the latest updates from your cloud provider. Powered Evolution’s innovation goes beyond technology updates.



Delivering results, collaboratively

Our iterative delivery methodology and tooling; underpinning this methodology is the KPMG Powered Enterprise Execution Suite.



Powered HR is designed to help you:

- 1 Transform HR with capabilities that drive strategic value and support your organization’s growth agenda
 - 2 Place experience at the center of how HR works and the outcomes that guide decisions
 - 3 Innovate for near-term value while mobilizing for the future
 - 4 Leverage a leading partner ecosystem and capabilities by exploiting new technologies driving HR value and performance
 - 5 Help ensure your workforce and teams understand and embrace the change
 - 6 Use data and insights for competitive advantage
 - 7 Drive future success with the latest HR leading practices
- For HR leaders looking to unlock the power of data and create new opportunities that add value to the wider business, Powered HR is the solution that works.

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Outcome-driven functional transformation



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Leading practice starts today

KPMG Powered Enterprise enabled by Workday is about functional transformation; your business's future agility; and real, long-lasting change that's repeatable across your business. It's the culmination of our sustained investment in technology, decades of experience in leading practice, and ongoing collaboration with clients and key industry providers. It serves to align advances in digital technology with the rapidly evolving needs of business, so your organization can find, and secure, its place in the future.

Put Powered Enterprise to work

Powered Enterprise is focused on leveraging Powered's prebuilt digital assets to transform the way you run your business and unleash new levels of agility, insight, efficiency, and performance.

Achieve better outcomes across these business functions with Powered Enterprise enabled by Workday:

- KPMG Powered Enterprise Finance
- KPMG Powered Enterprise HR
- KPMG Powered Enterprise Supply Chain



Learn more about Workday

[Workday](#) is a leading provider of enterprise cloud applications for [finance](#) and [human resources](#), helping customers adapt and thrive in a changing world. Workday applications for financial management, human resources, planning, spend management, and analytics are built with artificial intelligence and machine learning at the core to help organizations around the world embrace the future of work. Workday is used by more than 10,000 organizations around the world and across industries – from medium-sized businesses to more than 50% of the Fortune 500. For more information about Workday, visit [workday.com](#).

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To find out more about Powered HR enabled by Workday and the transformative impact it can have on your business: [visit/kpmg.us/PoweredHR](https://www.kpmg.us/PoweredHR).

Contact:

Brian Anderson
Principal, Workday Leader
KPMG LLP
T: 908-868-5333
E: bcanderson@kpmg.com

Evan Metter
Principal, Advisory,
People & Change KPMG LLP
T: 617-283-8517
E: emetter@kpmg.com

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