

ORACLE

# Recognising High Performing HR

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# Recognising High Performing HR

Successful organisations are founded on strong people propositions. More than anything, it is people who make the difference between a thriving, productive and competitive business, and an unimaginative, stagnant one

There has been a fundamental shift in workforce patterns and intergenerational leadership in recent years. According to McKinsey, four out of five employees who have experienced hybrid work want their business to continue offering it.<sup>1</sup> In the current, employee-driven talent market, the struggle to retain experienced talent has reinforced the need to navigate new forms of people-centric organisational resilience and agility.

Just as organisations are demanding ever more precise data skills, technology and capability, leaders are needing the right people, with the right skillsets, in the right positions. This is already being reflected in HR strategies to pivot the workforce, with 34% of CHROs looking to reduce overall full-time employee numbers in the next 12 to 18 months while 44% are planning to hire in specific areas to drive growth in the same time period.<sup>2</sup>

At the same time, HR leaders are enabling the drive for performance and innovation to be underpinned by greater diversity, inclusion and engagement strategies.

HR leaders say their organisations expressly state transformative DEI aspirations in the marketplace, yet only 47% believe they have the infrastructure to realise them.<sup>3</sup> This is one of the reasons why HR is taking a different approach to tackling improvements into critical operations, delivery, innovation and competitiveness. Responding to all these factors remains a challenge, and is driving the need for High Performing HR.

High Performing HR teams consider the organisation's overarching strategy and goals, to define a set of outcome-based measures that can be regularly tracked. Traditional metrics such as time-to-fill and churn rates need to be supplemented with measures like % of succession plans filled, and employee net promoter score. HR needs to be informed by sophisticated analytics, enabling predictive modelling and an agile HR model to deliver engaging, personalised employee experiences and re-skill or upskill employees with new capabilities required.



36%

36% of HR leaders say their sourcing strategies are **insufficient for finding the skills** they need \*



88%

88% of CEOs say their CHRO should be **infusing an innovation culture** across the organisation \*\*

1. "The State of Organisations 2023: Ten shifts transforming organisations", McKinsey & Company, April 2023  
2. CHRO and HR leader insights PwC Pulse Survey, October, 2022  
3. "The State of Organisations 2023: Ten shifts transforming organisations", McKinsey & Company, April 2023  
\* "Top 5 Priorities for HR Leaders in 2023", Gartner for HR, 2022  
\*\* "The CHRO as a growth executive", Accenture, 2023



Today's High Performing HR organisations power human, digital and business success together



### Three key components to High Performing HR



#### 1. Your high performing operating model

focuses all aspects of the HR model on delivering High Performance HR enabled by cloud technology and employee-centric processes.



#### 2. Your high performing capabilities & culture

empowers HR professionals to develop a change mindset, build new skills to leverage technology and data better, push boundaries and create engaging employee solutions.



#### 3. Your high performing delivery & outcomes

accelerates HR as being agile, evidence-based – to ensure that services and solutions delivered for the organisation and its people are linked with the overall strategy and responsive to macro-environmental disruptions.



#### Key measurements

- How well automated are your HR processes?
- How intuitive and personalised are your employee experiences?
- Can your managers readily access data and draw insights?
- Are your policies clear, easily understood and future proofed?



#### Key measurements

- Does HR have a people-centric change management capability?
- Are your HR teams deployed flexibly to focus on the most pressing workforce issues, rather than being constrained by functional siloes?
- Is professional development and keeping ahead of technology and data best practices part of your HR culture?



#### Key measurements

- Does HR leverage analytics and insights, together with design thinking, to drive continuous improvement of HR activity?
- Does your HR professionals deploy evidence-based HR, linking HR strategies and projects to insights?
- Does HR champion innovation and creativity?

PERFORMANCE

POSTIVITY

PROGRESS



## A strong people proposition, aligned to the organisation's strategy, can be powered by cloud, data and digital capabilities

According to Accenture, the growth combination of data, technology and people combined nets an organisation an 11% top-line productivity premium, a figure that drops to just 4% with approaches that fail to put people front and centre.<sup>4</sup>

Therefore, achieving organisational outcomes hinges upon HR leading the way to optimise the potential and performance of the workforce, and embracing digital methods to further accelerate progress.

This means HR can play an even more critical role in enhancing people and operational performance. And, in doing so, HR can create a more resilient, pragmatic, positive and progressive organisation that is ready and able no matter what the future holds.

Many High Performing HR teams use Oracle Cloud Human Capital Management (HCM) to connect every human resource process and every person across their organisation. This provides actionable data and predictive analytics, complemented by an intuitive and personalised digital employee experience, so HR teams can create a community in which their people feel valued and heard.



### Only 5%

of employees believe their organisation has all the capabilities they need<sup>\*\*\*</sup>



4. "The CHRO as a growth executive", Accenture, 2023

\*\*\*"The State of Organisations 2023: Ten shifts transforming organisations", McKinsey & Company, April 2023



# Get started

To start your journey and find out more about how Oracle Cloud Human Capital Management can help support your transformation to a High Performing HR function, take a look at our How to Guide or [contact us](#).

[Explore our guide](#)



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