

# TUNING HR

17TH MRH CONGRESS  
MONTREUX CH

Chaired by  
**Regis Mulet**

Vice-President  
HR International at Staples



## WELCOME

### TUNING HR: HRMs IMAGINE THE HR DEPARTEMENT OF TOMORROW

the 17<sup>th</sup> MRH Congress is organised with the participation of:

Mercuri Urval



tmp.adcomms



PARTENA HR

Jobat

Stibbe  
Specialists through and through

Berenschot

ACCOR  
Services

RH tribune. HR tribune.

MENTALLY FIT

Chicouforn

references

**TUNING**  
**HR**  
17TH HPH CONGRESS 06 - 09 MAY 2009  
**MONTREUX 09**



# Tuning HR ! - the workshop Briefing

May 7th, 2009 - Montreux Palace



## Case study : City Brothers acquires Belgatis !

Your company (software industry) has been bought over by the global market leader.  
You are the HR leader, part of the team in charge of the merging process.

### **The challenge is :**

Draft the HR organisation + vision 2020 of the new company and sell it to the Board !

Always keep in mind that you should demonstrate **added value for your stakeholders** and indicate whether you **outsource** or not...





## Three potential scenario's

1

**HR Strategic only**: Focus on key strategic Human Capital activities only

2

**HR Everywhere**: responsible for all people related activities  
( HR, Communication, Facilities, etc...)

3

**HR Basics**: An efficient and cost effective personnel  
administration support organization only



## Outcome - deliverables

Mission statement

added value for the organisation and for your stakeholders  
and shareholders



Organizational Chart - Staffing



Outsourcing/Insourcing strategy



Where will the HR departement stand in 2020 ?



# TIMING

**12.45 > 14.00**

Lunchtime - Discuss vision 2020

**14.00 > 15.00**

Working on scenario's - 4 tables / hypothesis

**15.00 > 16.30**

HR Strategic only

HR everywhere

HR Basics



**16.45 > 17.30**

Decision of the Board