Global HR Transformation Project progress update June 2016

Build People, Globalize CP

✅ Completed   🔄 In Progress

Module 1 Project Planning and Management

Module 2 : HR Strategy
PMO communicated common KPIs to all HR business units. Data collection has been conducted by all business units. The progress of data collection has been reported in CPG People Management Committee meeting two times. 🔄

Module 3 : HR Structure
Each BU has adjusted their HR structure accordingly to CPG's HR structure. ✅

Module 4 : HR Governance
For better clarify and implementation, Willis Towers Watson and PMO team are on the job to redefine the roles and responsibilities of CPG HR and BU HR in each process. 🔄

Module 5 : HR Technology
Workday Executives kick off conducted on June 23rd to explain the objective and overview the project.

Further, as a follow up for discussion detailed project plan and process implementation, on meeting "One CP One HR Workday Project Team Kick Off" will be conducted on July 15. The participants of the meeting are Business Process Owner, Key User and Change Agent from each BU. 🔄

Module 6 : HR Processes
These processes will be integrated with the selected HR technology. ✅

Module 7 : HR Policies
(Please see the right column for more details.) 🔄

Module 8 : HR Capability Development

Module 8.1 HR competencies
Currently, each BU has developed their own HR competencies to align with CPG HR competencies.

Module 8.2 HR Assessment
HR Head of Other BU has been being assessed and recommended in developing, the rest of HR will be evaluated for developed later. ✅

Module 7.1 : Job Evaluation
CPG People Policy Committee agreed on the job evaluation of CEO in each BUs. The Job evaluation for executives of each BUs was agreed by CEO. Willis Towers Watson and BU HR will do job evaluation for others in due course.

Module 7.2 : Compensation and Benefit Structure
Steering Committee has agreed to set up a separate committee to study core benefit programs (total package), cost implication and benefit principle.

People Policy Committee agreed on the proposed Job grade and Position title. Willis Towers Watson and PMO team will present guideline with action plan for implementation in a phased manner. Across BU, for comparing the job values, Job grade will be used as a reference point.

Module 7.3 & 7.6 : Talent Management
CPG HR will present the Talent Assessment Process and tools for selecting the talent in CPG to CPG People Management Committee, in due course.

Module 7.4 : Performance Management
Steering Committee agreed on performance management elements. Willis Towers Watson will present further details on PMS to Steering Committee in the next meeting.

Module 7.5 : Career Pathing
Willis Towers Watson will present career management framework to Steering Committee.

Module 7.7 : Succession Planning
Currently, 5 BUs already presented their succession plans for CEO-1 positions to the Chairman. The rest are scheduled to present their plans to the Chairman later.

CPG HR is evaluating varies assessment tools for consideration and implementation.

Module 7.8 : HR Dashboard
PMO and Willis Towers Watson are currently collecting issues in implementing HR Dashboard and solutions.

Furthermore, representatives from all BUs had together monitored and considered whether there are any issues in gathering related data and solutions. Prepare to be fully utilized when HRIT is completed.

Module 9 : Implementation

Change and Communication Management
The workshop organized for overseas HR on June 22nd, 2016 to update them on the progress of Global HR Transformation Project (GHRT) Immediately on the next day, June 23rd, 2016, HR workshop also conducted, with a view to communicate them on the following :
1. Progress on Global HR Transformation Project
2. Talent Identification Process and Succession Management Process
3. Talent Identification assessment tools & their views
4. Talent Management Plan
Nearly, 140 participants from each BU & oversea HR attended.

The PMO team is planning to launch an on-line quiz during July 25th - Aug 8th on performance management and talent management.

Any queries please contact CP PMO   ✉ : I-CPG_GHRT@cpmail.in.th   📞 02-699-4115

Module Relationship - PeopleSoft

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- HR. Planning
- HR. Strategy & OD.
- HR. Development
- HR. Management

Jobcode & Location hazard

Salary Planning — *Plan/Grade Compensation*

Position Data

Candidate Gateway — *Applicant Data*

Jobcode – Training Program

Position Management

Personal Data
Job Data
Talent Acquisitions

Position Data

Employee Data → **Manage Labor Relations**

Workforce Administration

Personal & Job Data → **Profile Management**

Employee Data

Home Employee Data → **Track Global Assignment**

Host Employee Data

Employee Data → **Manage Company Cars** — *Car Data*

Update Competency and Accomplishment

Enterprise Learning

Employee Data → **Monitor Health & Safety**

Employee Training History

Employee Data

Employee Training requirement

Career Planning — **Candidate Data** → **Plan Succession**

Profile Data