

La Transformation è culturale e digitale

11 maggio 2022

Complexity Made Easier

Crescente complessità per l'80% dei CFO e CHRO

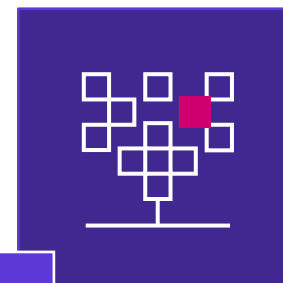
ORGANIZZAZIONE

Organizzazione multi-sites, multi-settore, multi-business, processi decentralizzati e ripetitivi, processi disomogenei, gap tra i dati di analisi finanziaria e le esigenze della LBO...



TRASFORMAZIONE

Employee experience, ipercrescita, digitalizzazione, fogli excel complessi da mantenere, adeguamento alla continua evoluzione normativa...



UNA CONTINUA EVOLUZIONE DELLA COMPLESSITÀ FINANCE & HR

TECNOLOGIA

Sistemi informativi e data source frammentati, obsolescenza, soluzioni non integrate...



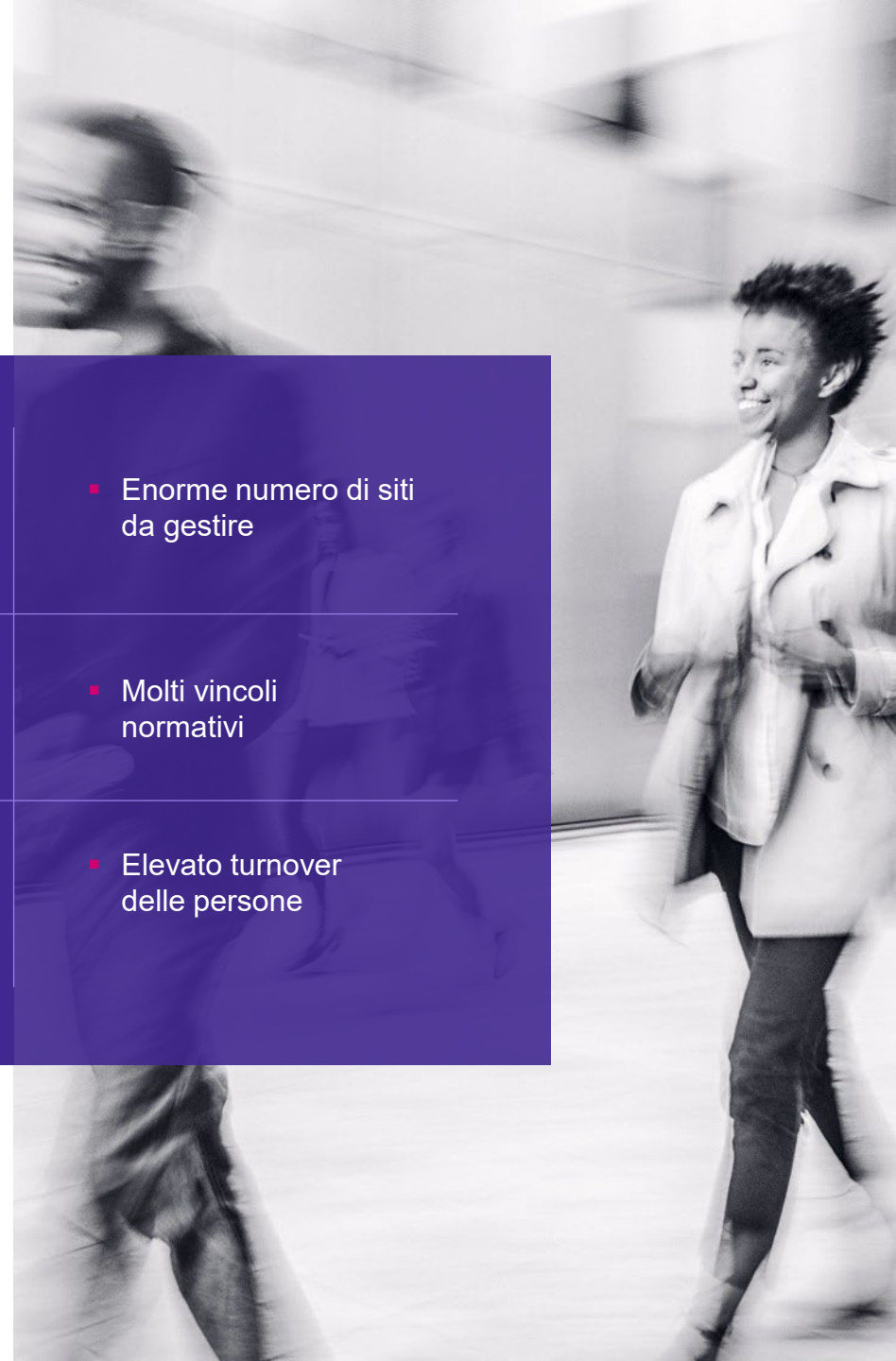
STRATEGIA

Investor relations, crescita esterna, internazionalizzazione, pianificazione e budget predittivi



Principali criticità

- | | | | |
|--|------------------------------|--|------------------------------------|
| ▪ Gap tra i dati di analisi finanziaria e le esigenze di LBO | ▪ Dati non accurati | ▪ Processi noiosi e lunghi | ▪ Enorme numero di siti da gestire |
| ▪ Tanti fogli Excel da analizzare e mantenere | ▪ Data source da armonizzare | ▪ Soluzioni HR & Finance non integrate | ▪ Molti vincoli normativi |
| ▪ Sistemi informativi frammentati | ▪ Budget non realistici | ▪ Soluzioni obsolete | ▪ Elevato turnover delle persone |



L'azienda va verso nuovi modelli



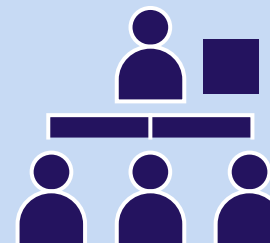
Dir HR e CFO

Sotto pressione per fornire dati, informazioni, previsioni sulle persone



Digitalizzazione

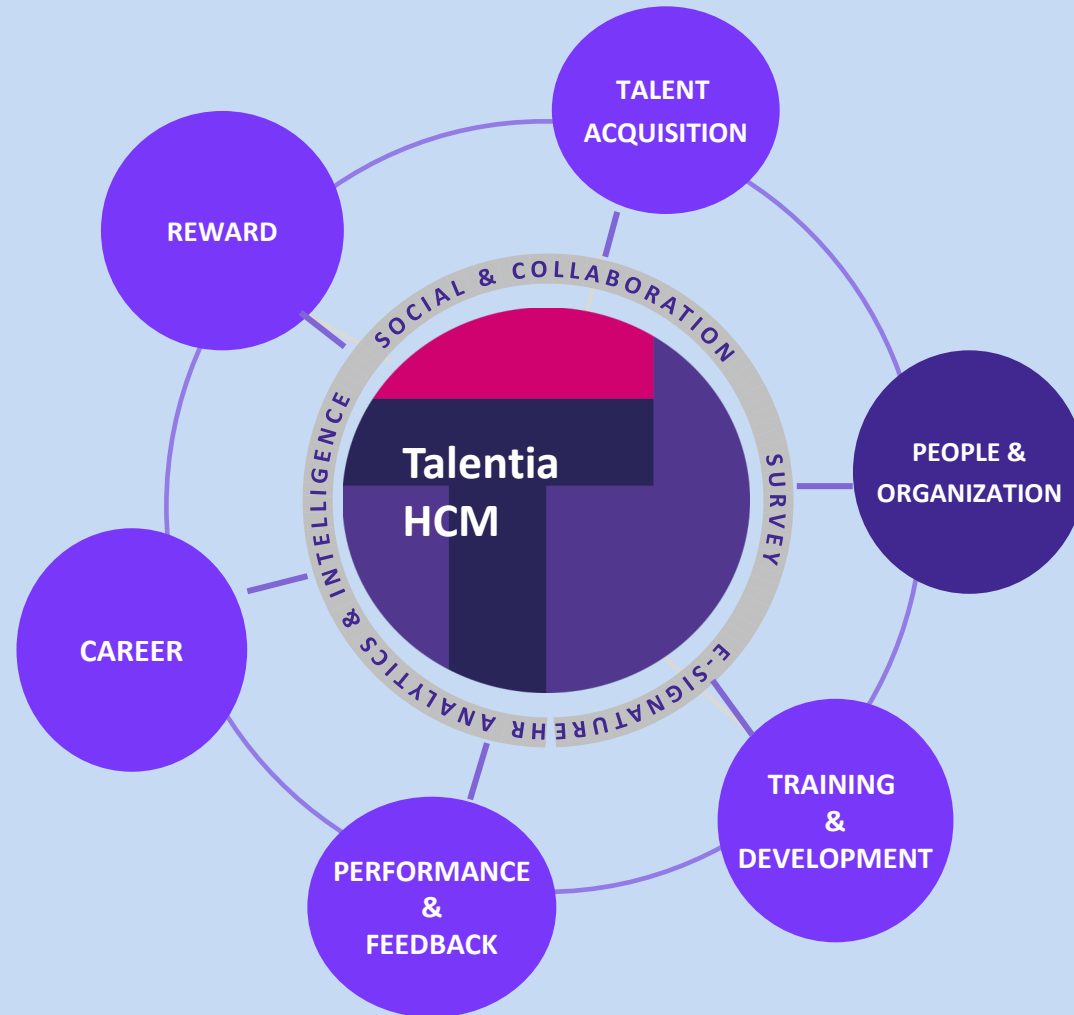
trasformazione culturale
Competenze digitali
Dashboard
AI
Analisi predittive



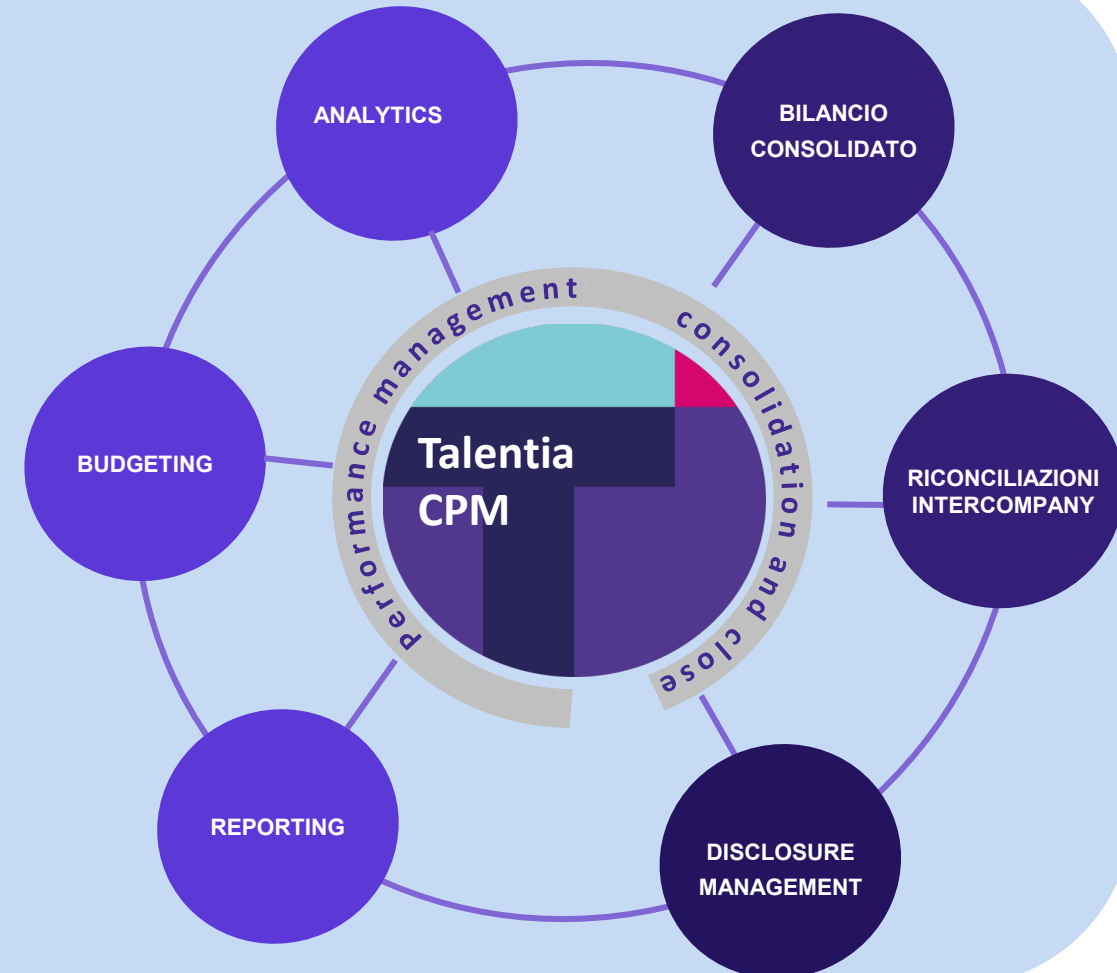
Organizzazioni “Agili”

Organizzazioni non più solo gerarchiche
ma anche con riporti funzionali
Team misti che lavorano per progetto

Grazie alla completa piattaforma HR & Finance

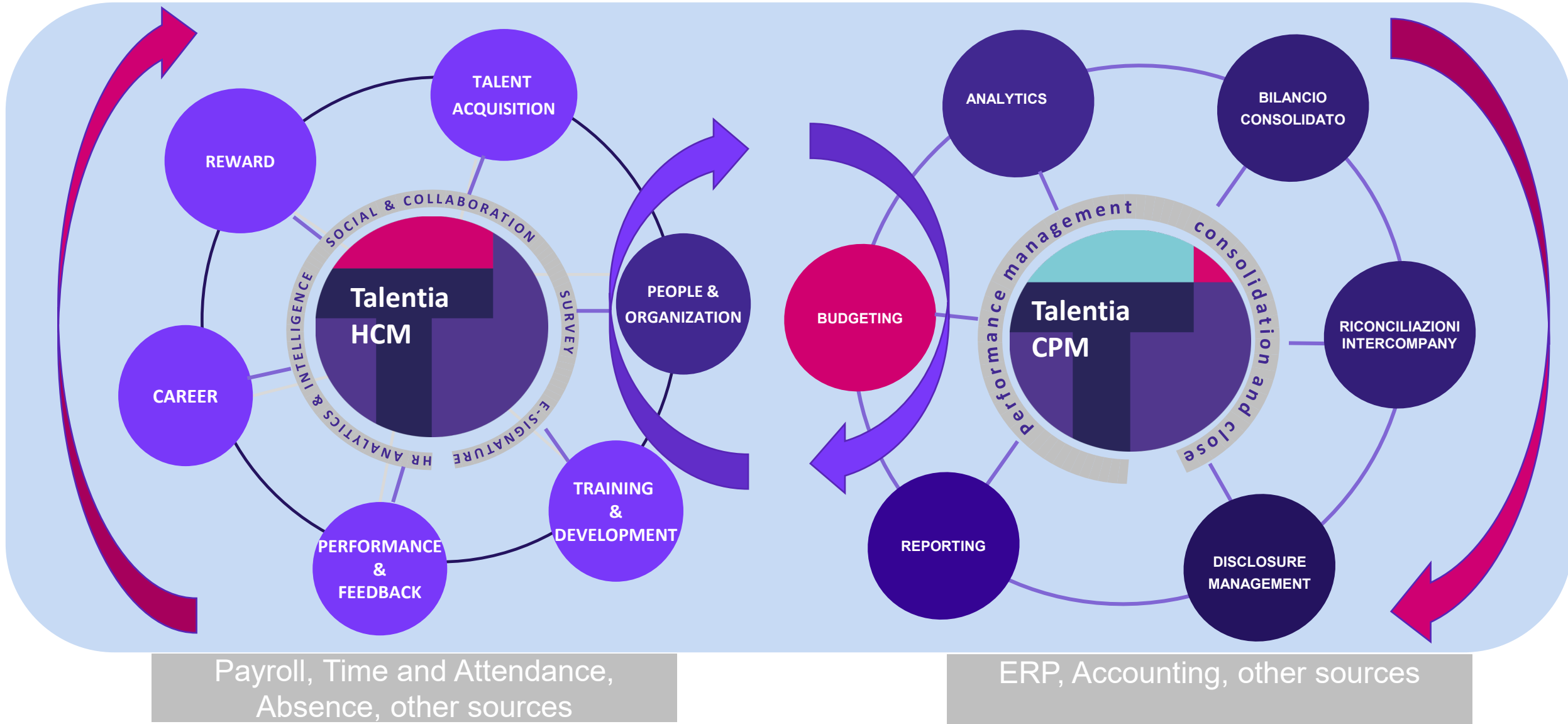


Payroll, Time and Attendance,
Absence, other sources



ERP, Accounting, other sources

Grazie alla completa piattaforma HR & Finance



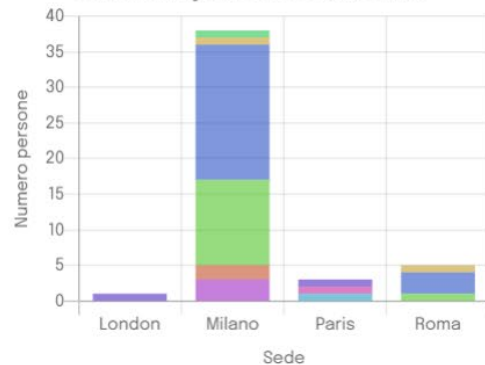


Workforce Analytics ▾

[Configurazione](#)231
Tempo pieno24
Tempo parziale26
Tempo indeterminato5
Tempo determinato

📊 Distribuzione organica 📄 ⋮ 🔍

Workforce by Job Class and Location



Functional Structure

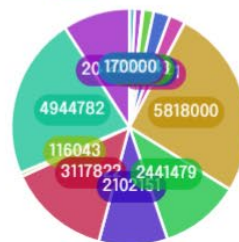
- ▼ 📁 **Responsabile Divisione Berna**
10001:RTBCH01
 - > 📁 **Bern Clerk**
10002:RTBCH01
 - > 📁 **Bern Credit Analyst**
10004:RTBCH01
 - > 📁 **Bern Client Advisor**
10003:RTBCH01
 - > 📁 **Bern Financial Controller**

👤 Organico per qualifica e gener 📄 ⋮ 🔍

Qualifica	Maschio	Femmina
Junior Manager	1	1
Employee	14	10
Senior Manager	7	8
Vice President	1	1
Staff Executive	2	1

📊 RAL totale per qualifica 📄 ⋮ 🔍

Vice President Dirigente Venditore
Quadro Impiegato Board Member
Executive Director Senior Level
Mid-Senior Level Associate Employee
Entry-Level



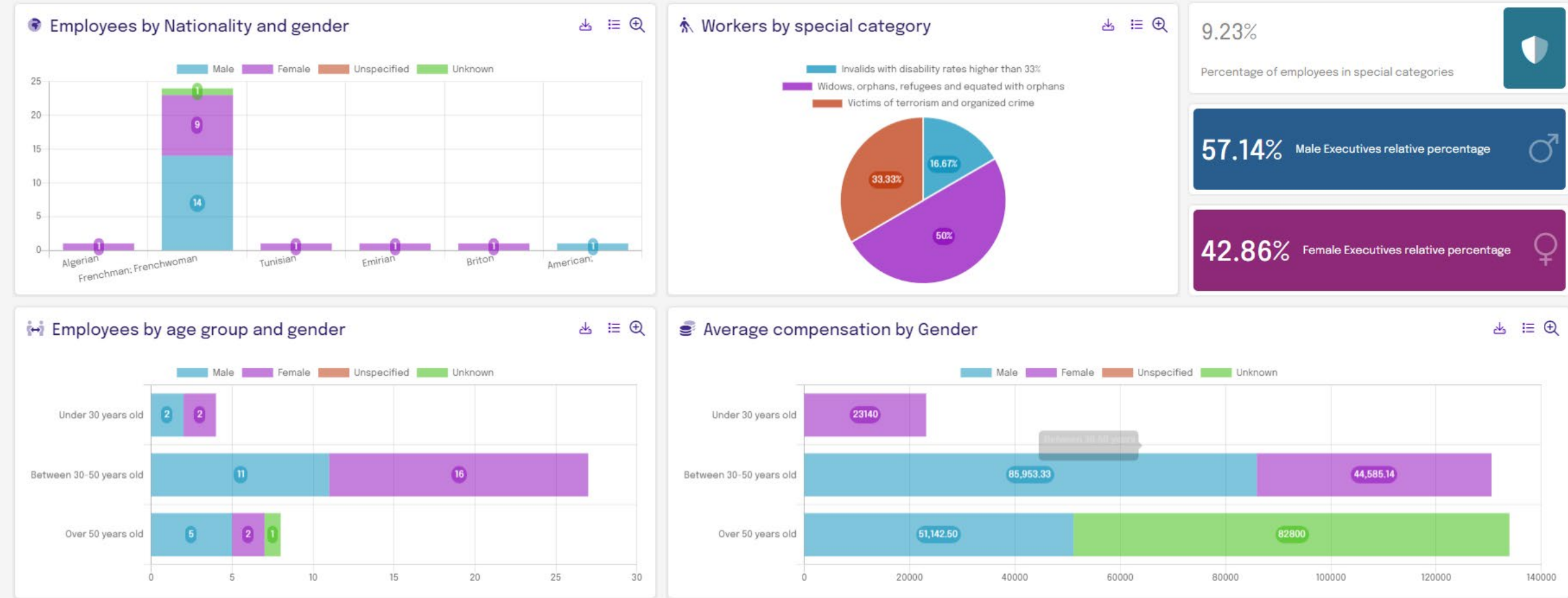
2020 2021 2022 2023

👤 Headcount by Job Class and Company 📄 ⋮ 🔍



2.22% Turnover Rolling Year

8%
Contingent Workers3
Shortlisted Candidates



9.23%

Percentage of employees in special categories

🛡️

57.14%

Male Executives relative percentage

♂️

42.86%

Female Executives relative percentage

♀️

👥

Employees by age group and gender

📄 ⌵ 🔍

Male

Female

Unspecified

Unknown

Age Group	Male	Female	Unspecified	Unknown
Under 30 years old	2	2	0	0
Between 30-50 years old	11	16	0	0
Over 50 years old	5	2	0	1

💰

Average compensation by Gender

📄 ⌵ 🔍

Male

Female

Unspecified

Unknown

Age Group	Male	Female	Unspecified	Unknown
Under 30 years old	0	23140	0	0
Between 30-50 years old	85,953.33	44,585.14	0	0
Over 50 years old	51,142.50	0	0	82800

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Performance

3.60

Overall Performance

3.90

Soft Skill Score

67.13%

Average Objective Achievement

67.50%

Average Job Suitability

67.33%

Average Individual Obj Achievement

2019202020212022202320242025

FebMarAprMayJunJul

Job Suitability

Thumbnail	Formatted Name	Job	Rating Scale Value
	Sonia Palmer	Recruitment Marketing Manager	★★★★★
	Alessandro Graziosi	Managing Director	★★★★★
	Alessandro Graziosi	Business Consultant	★★★★★
	Juliette Boheme	Managing Director	★★★★★
	Miguel Diaz	Regional Sales Manager	★★★★★
	Ines Portos	Managing Director	★★★★★
	Anastasia Kokkini	Managing Director	★★★★★
	Sara Giuliani	Sales Account Executive	★★★★★
	Paolo Rossi	Regional Sales Manager	★★★
	Joanna Smith	Human Resources Manager (HR Manager)	★★★★★
	John Bolan	Managing Director	★★★
	Debra Russel	Executive Secretary	★★★

Rows: 50

Talentia Organizational Structure

Talentia Organization

TF

R&D

RED

Marketing

MKT

Operations

OP

Finance

FIN

Human Resources

HR

Skills Map

Leadership

Teamwork

Negotiation

Communication

Creativity

Developing Marketing Strategy

1/5x

1x

TalenTia
FINANCE & HR SOLUTIONS

9

Configuration



 Talentia Organization

- >  **R&D**
RED
- >  **Marketing**
MKT
- >  **Operations**
OP
- >  **Finance**
FIN
- >  **Human Resources**
HR

Tag Selector

Filter by tags

Default Tags (HR only)

Key Person

Talent

Observed by competition

High Business Impact

Low Performer

3.90 Soft Skills Average Score

67.50% Average Job Suitability

67.13% Average Objective Achievement



Job Analysis

Performance → Job Analysis

Configurazione

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124

Valutazioni complete

8

Valutatori

0

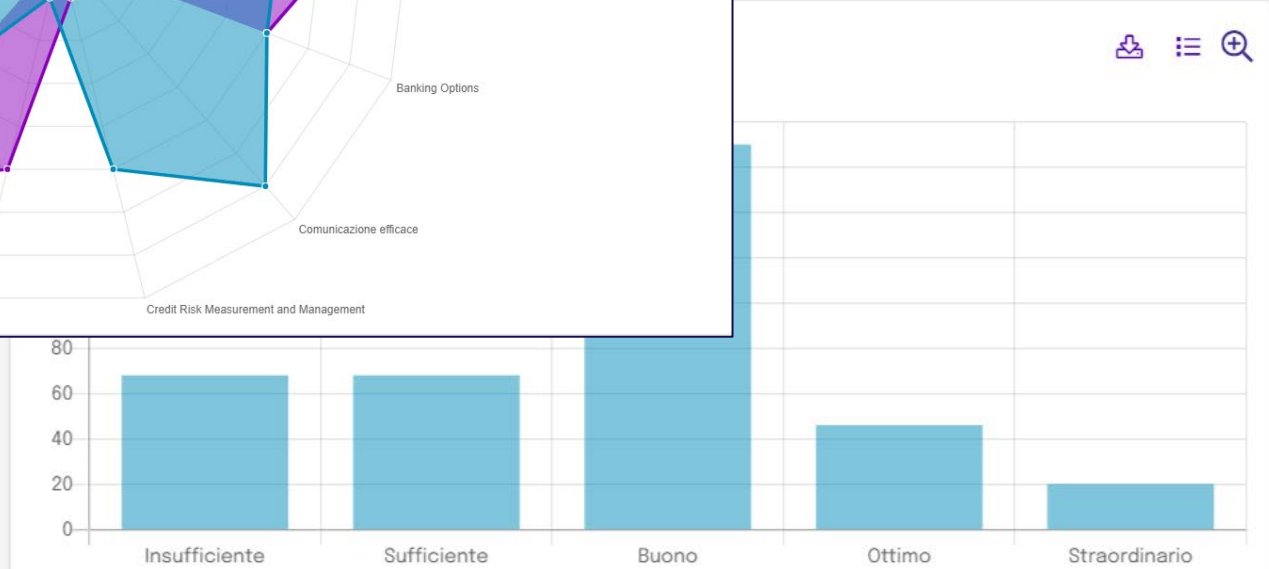
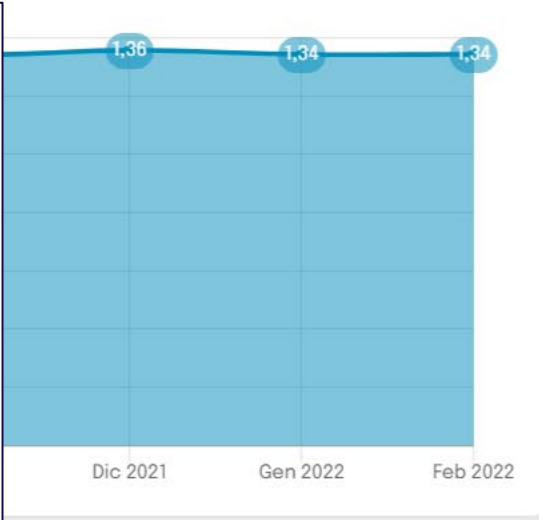
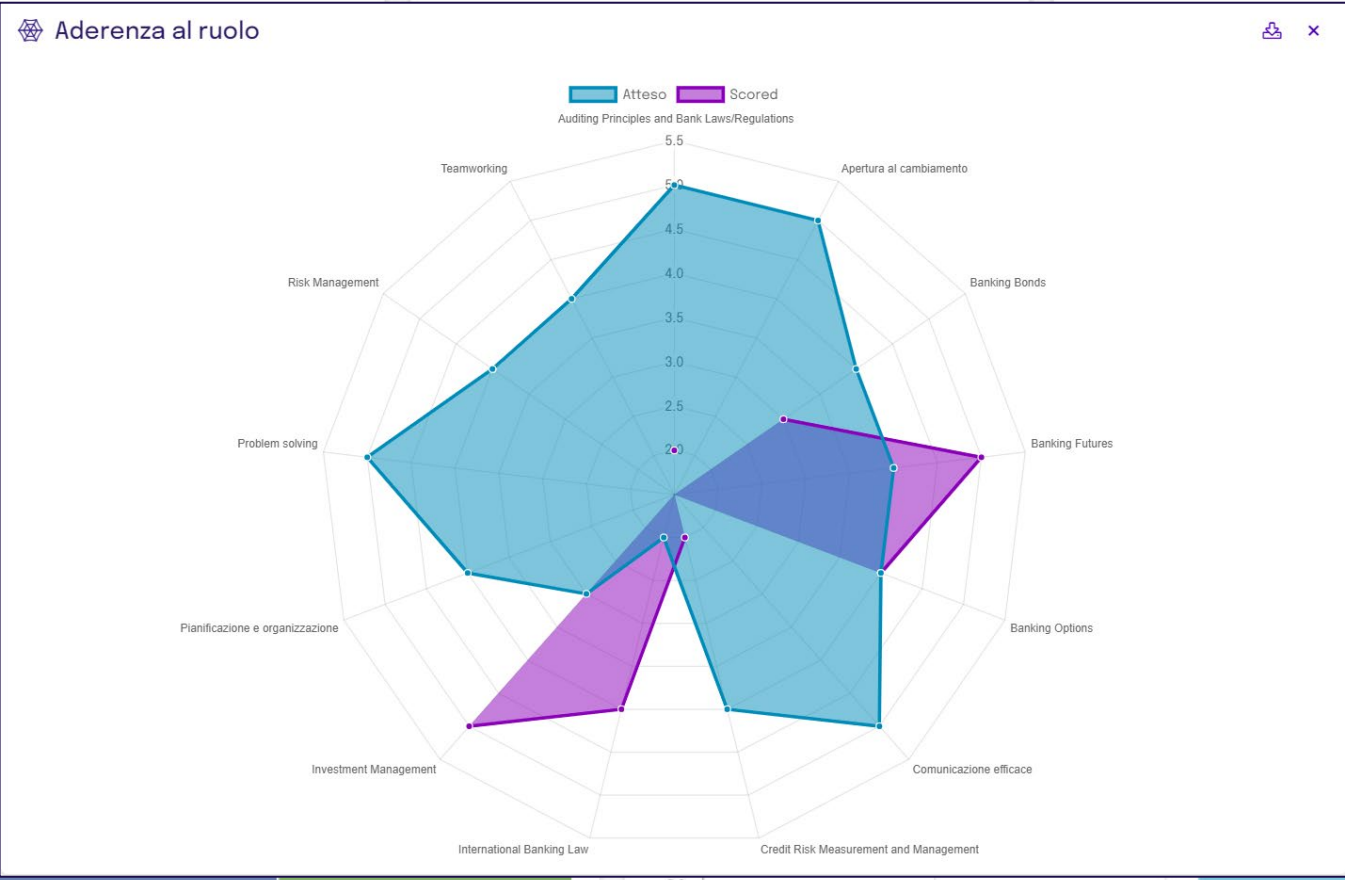
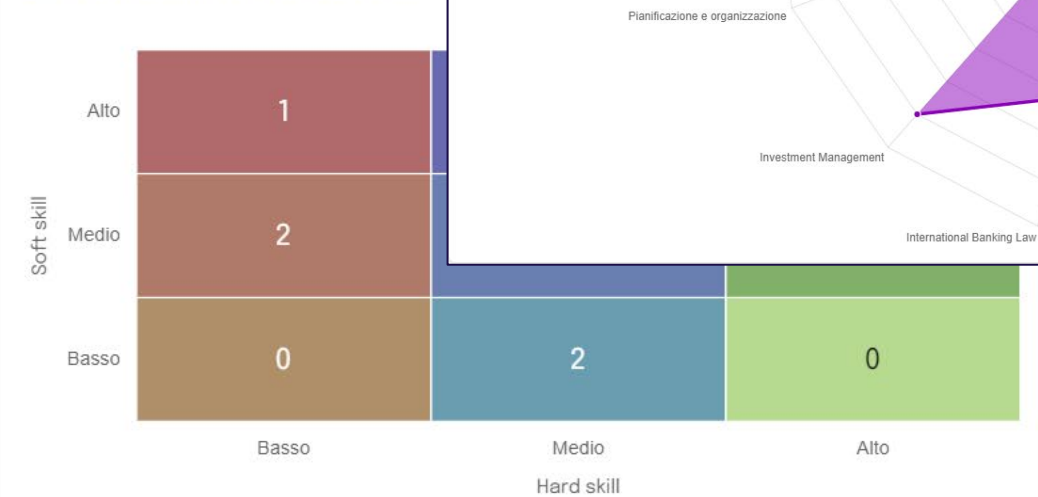
Valutati

Soft skill valutate

Hard skill valutate

Soft skill ultimi 5 mesi

Soft Skill vs Hard Skill

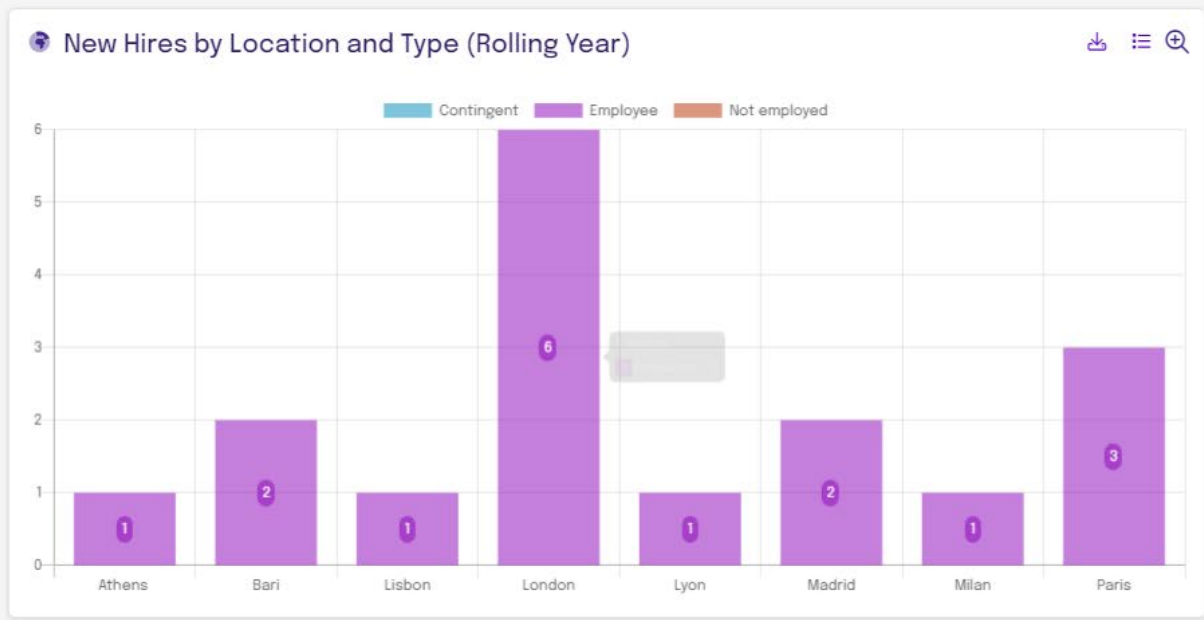
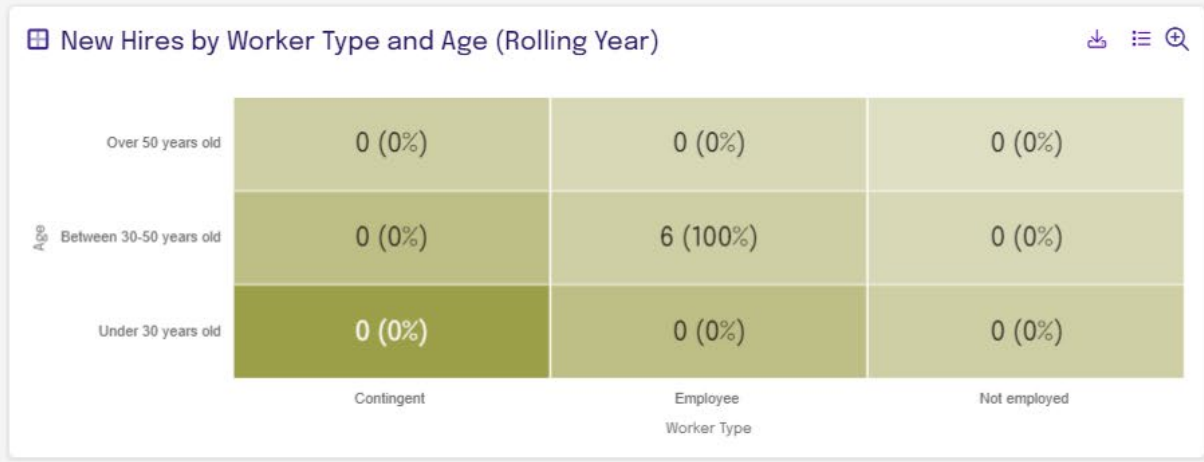
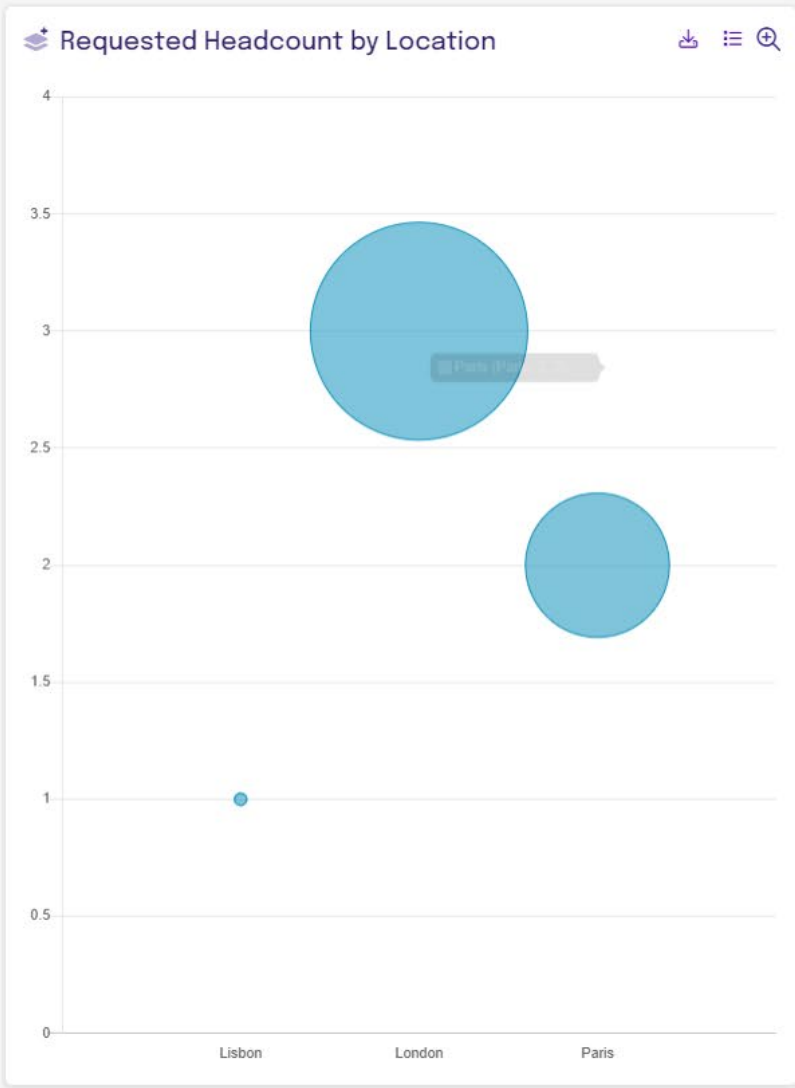




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Talent acquisition ▾

Configuration



New Starter

5
Shortlisted Candidates

1.54%
Turnover Rolling Year

3
New Hires YTD

18
New Hires Rolling Year

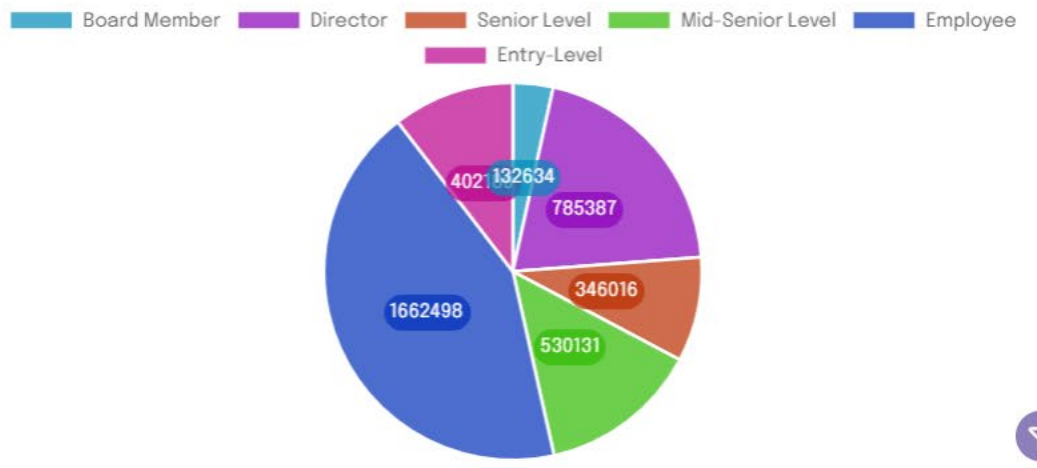


Retribuzione

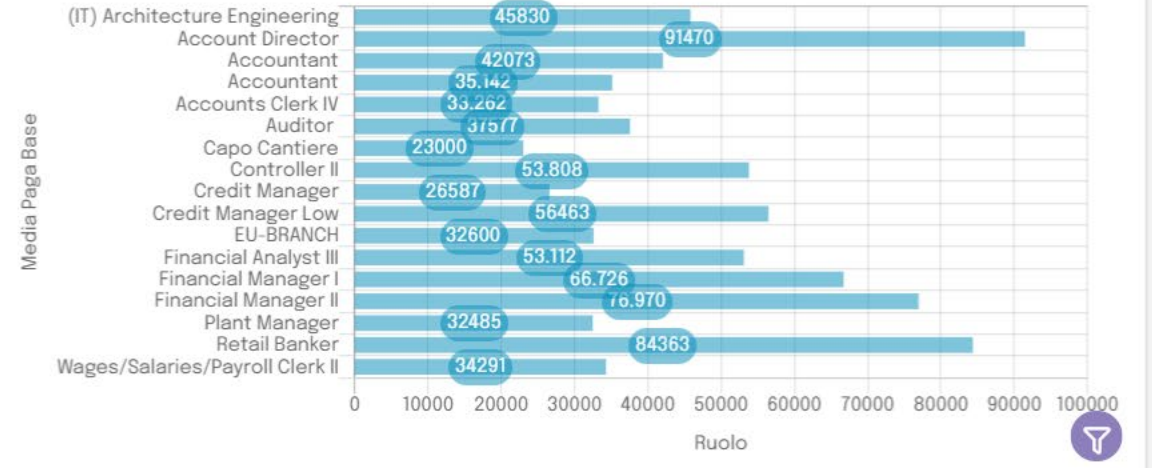
Personale in forza → Retribuzione

Resetta filtri Configurazione

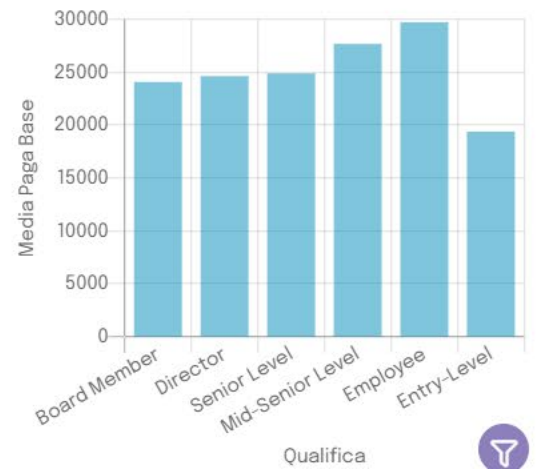
Totale paga base per qualifica



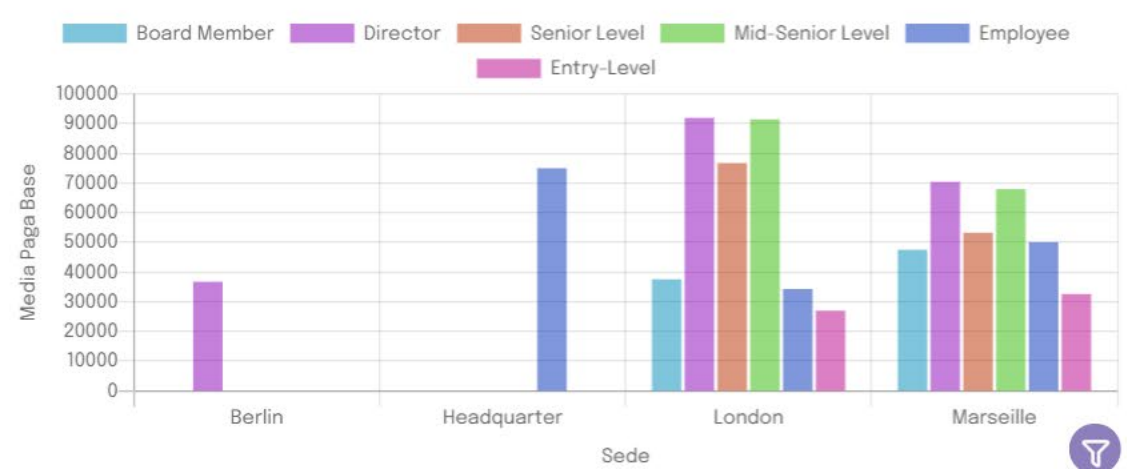
Distribuzione paga base per ruolo



Distribuzione paga



Distribuzione paga base per sede e qualifica



Filtri predefiniti

-
- a
- Addetti carrelli elevatori
- Alexander
- Area sales manager
- B80 - TEAM A



Time and Attendance

Configuration

Tag Selector

Filter by tags

Default Tags (HR only)

- Key Person
- Talent
- Observed by competition
- High Business Impact
- Low Performer

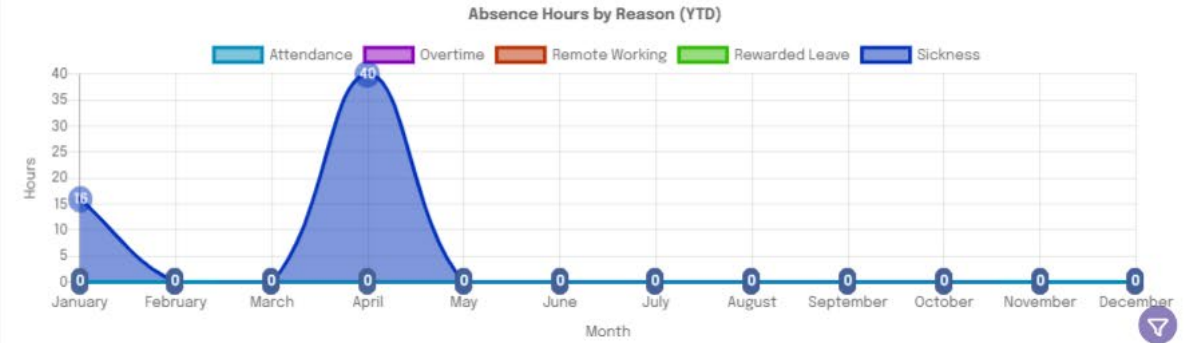
Talentia Organizational Structure

- Talentia Organization
 - R&D
 - Marketing
 - Operations
 - Finance
 - Human Resources

Presence and Absence Total Time (YTD)



Absence Hours by Reason (YTD)



Attendances Hours by Reason (YTD)





- Home
- Strutture
- Organizational Structure
- Prospettiva
- Data di riferimento
- Cerca
- Retribuzione per Unità
- 25/02/2022
- Organizational Unit

Organizational Structure

Home strutture → Strutture → Organizational Structure

Nuova versione Modifica

Prospettiva

Data di riferimento

Cerca

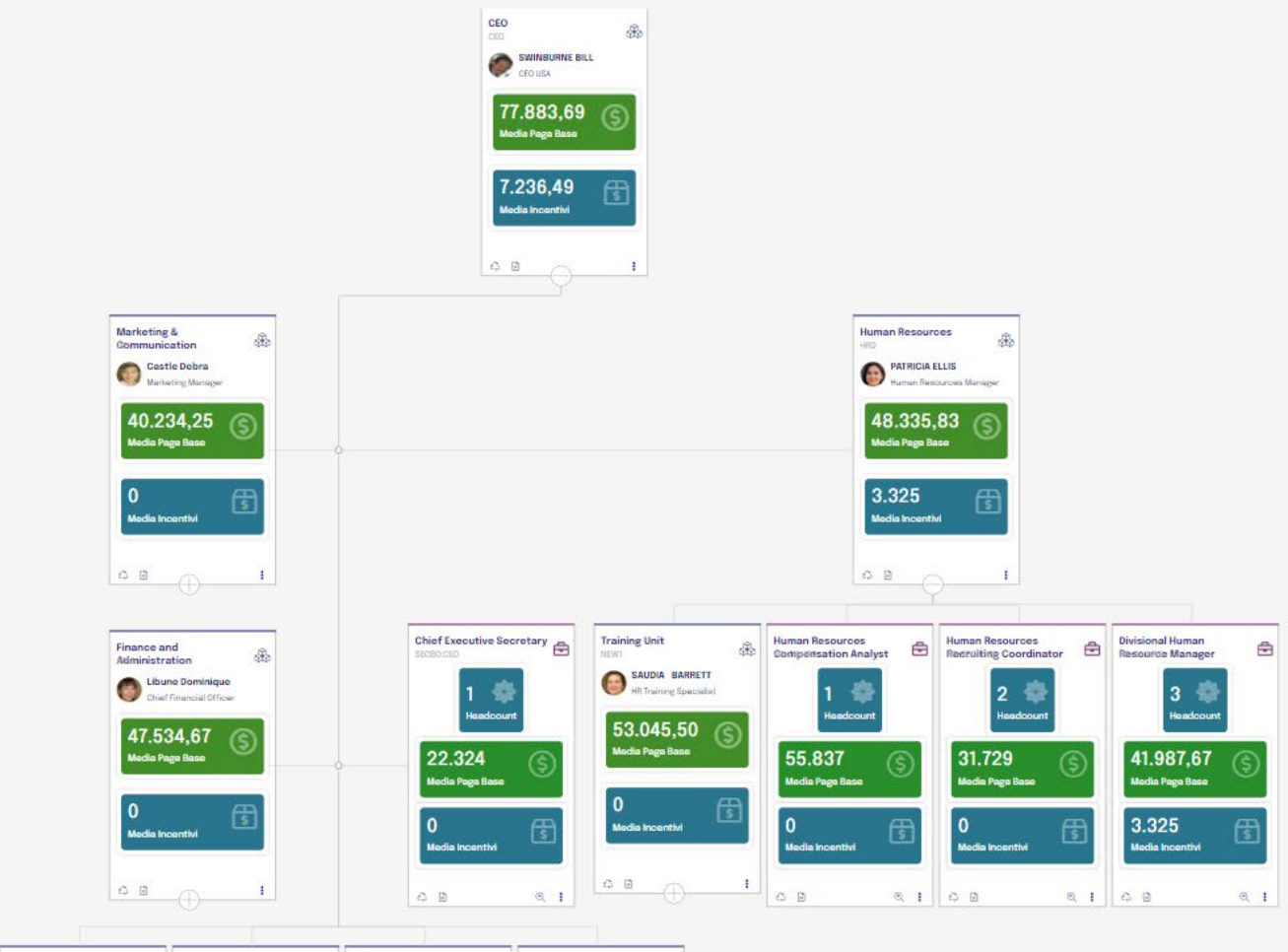
Retribuzione per Unità

25/02/2022

Organizational Unit

Questa struttura è in sola lettura. Puoi editare questa versione o crearne una nuova.

v.5



Hostelry

21.000 emp

Training, Performance,
Charter, Continuous
Feedback, Survey

Railway

14.000 emp

Performance, Onboarding
Training, Pay review,
Charter, Survey,
Recruiting

Insurance

2.500 emp

Pay review, Performance,
Recruitment, Training,
Succession & Career,
Continuous Feedback,
Charter, Survey,
Recruiting



Industry (advertising gifts)

1.500 emp

Performance Training,
Recruiting



Airport Services

7.700 emp

Performance, Training,
Recruiting



Media, Publishing & Com

600 emp

Performance, Absence



Professional Association

320 emp

Performance, Absence, Training,
Payreview, Recruitment



Agricultural cooperative

1.400 emp

Training, Performance,
Talent



Agricultural Equipment

2.000 emp

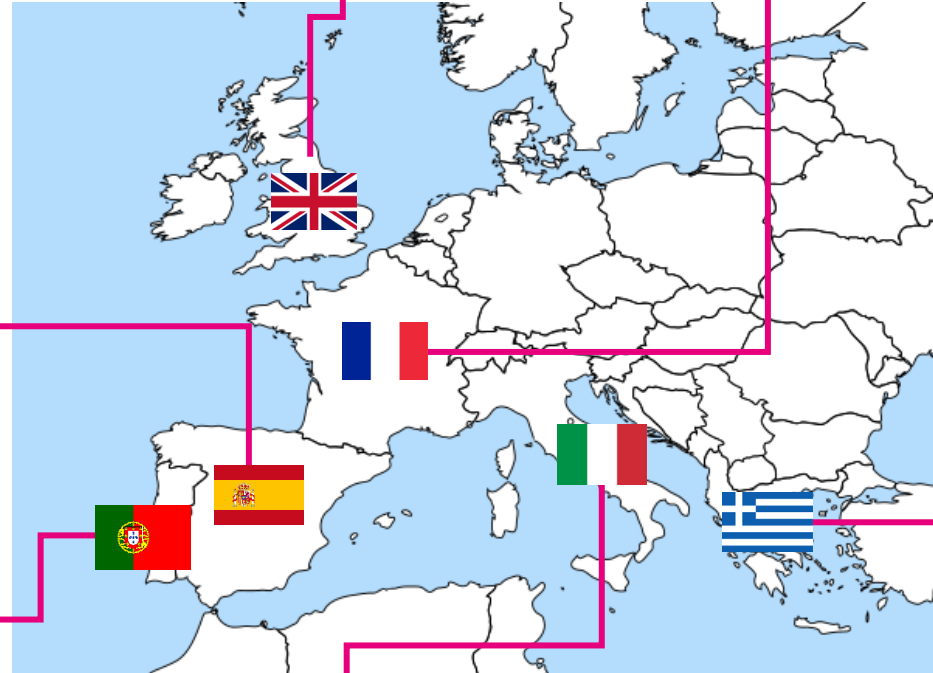
Training, Performance,
Talent



Harbor

500 emp

Training, Charter



Ships Management

400 emp

Absence, Performance,
Recruitment, Training,
Talent, Succession &
Career, Continuous
Feedback, Charter



Fast Consumer Goods

2.400 emp

Absences, HR,
Performance, Training,
Charter



Manufactures

750 emp

Performance, Training



Railway

83.000 emp

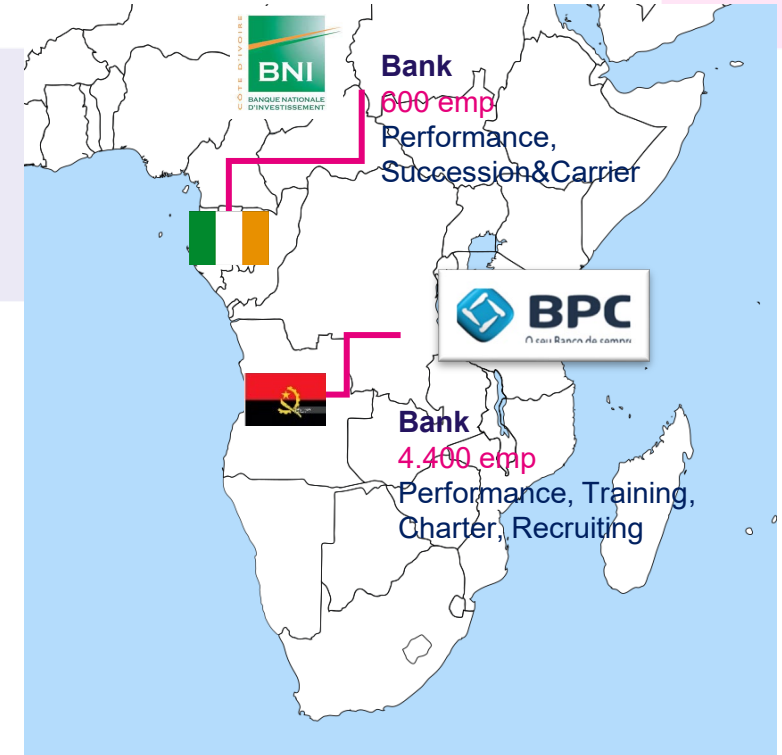
Performance, Recruiting,
Charter



Manufactures

1.800 emp

Training, Performance,
Compensation





+400 clienti
in Italia

In **tutti**
i settori

In
Italia

- Marco BOSSI
- BU HCM Leader

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