

HR TECH

HERAUSFORDERUNGEN – IDEEN- ANWENDUNGEN

BONN, 13.9.2019



ERLEBEN, WAS VERBINDET.

HR DIGITAL & INNOVATION

DENN DIE NEUE DIGITALE ARBEIT IST FACETTENREICH

ARBEIT 4.0

**MENSCH
GESUNDHEIT**



ARBEITS ZIEL



**ARBEITS-
TÄTIGKEITEN**



ARBEITS MITTEL



ARBEITSORT



QUALIFIZIERUNG



BESCHÄFTIGUNG



FÜHRUNG

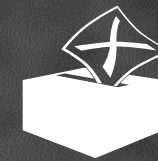
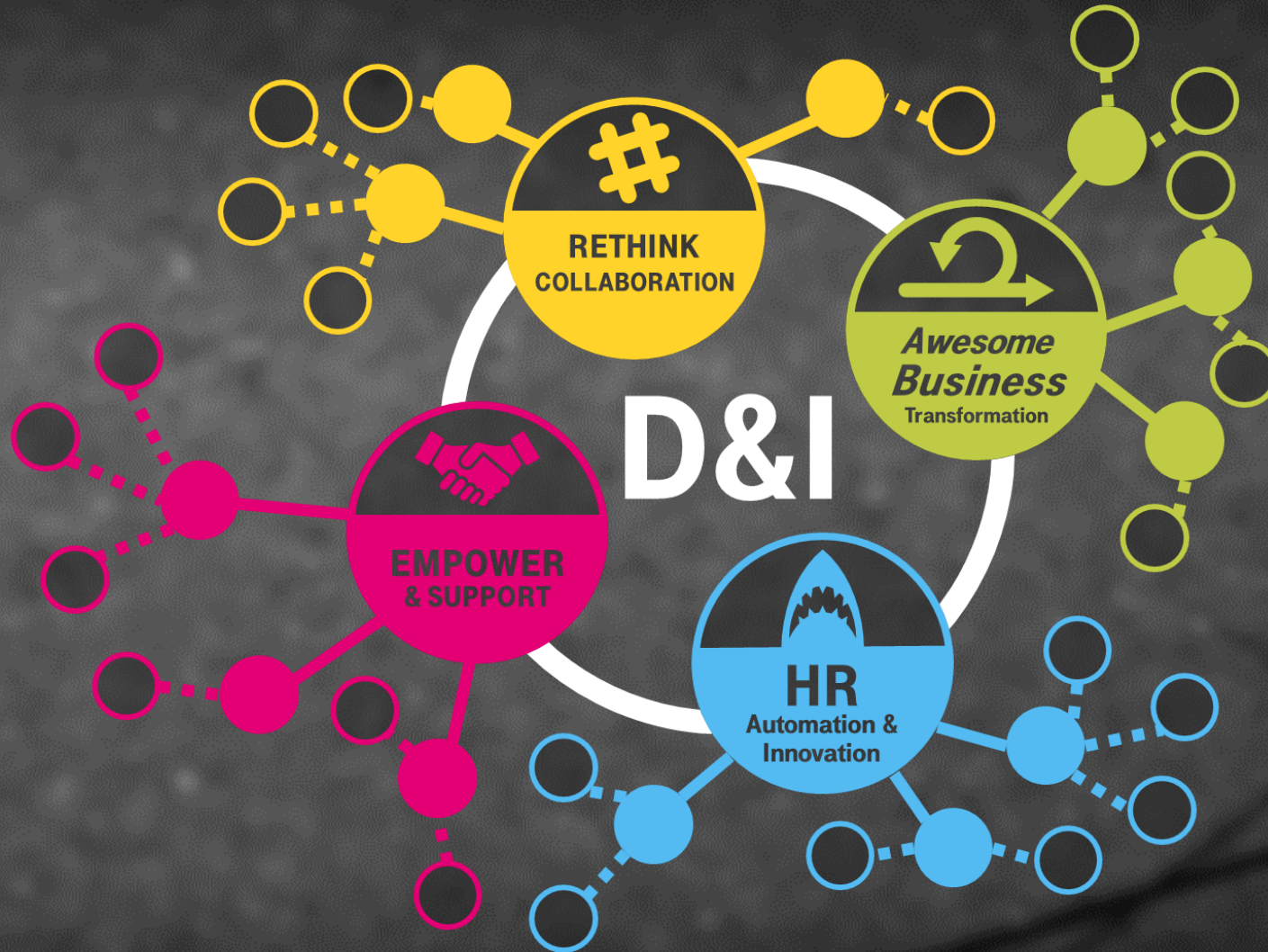




WIR SIND HR DIGITAL & INNOVATION

- **EIN TEAM MIT 35 MITARBEITERN**
- **MIT VIELFÄLTIGEM ERFAHRUNGEN UND FÄHIGKEITEN**
- **UND DER MISSION: DIE ARBEIT IN DER TELEKOM BESSER ZU MACHEN**

AGIL ORGANISIERT IN 4 KREISEN



**2 GEWÄHLTE ROLLEN
FÜR JEDEN KREIS**

1. BOTSCHAFTER
2. KULTURMINISTER

WOLLEN WIR AKZENTE IN DER DIGITALEN ARBEIT SETZEN

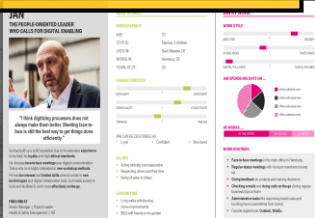
TRAININGS ANGEBOTE DIGITAL@WORK



SMARTPHONES FÜR ALLE



MITARBEITER PERSONA



NEUES ARBEITEN



KITCHEN TALKS



STUDY 4.0 / 2023



DIGITALES SEEPFERDCHEN



AGILE@HR



RETHINK COLLABORATION

D&I

EMPOWER & SUPPORT

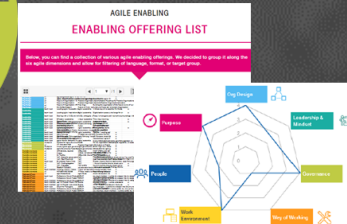
HR Automation & Innovation

Awesome Business Transformation

AGILE TRANSFORMATIONSPROJEKTE



AGILES TRAININGS



AUSGANGSPUNKT FÜR AGILE TRAININGSANGEBOTE



TELEKOM DESIGN ACADEMY

- FOKUS AUF DIE UMSETZUNG
- PULL STATT PUSH
- AUFBAU VON HUBS
- ZUSAMMEN MIT VTI

OUTLOOK ANALYTICS



TECHNIK WORKSHOPS



VR LERNANGEBOTE



MITARBEITER APP



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DIE REISE EINES TELEKOM MITARBEITERS

ONBOARDING

GET IN TOUCH WITH US

- VR ONBOARDING
- ONBOARDING TRELLO
- TOP MGMT ONBOARDING

EINSTELLUNG

SELECTION OF CANDIDATE

- CASE
- GAME-BASED RECRUITING (SKYRISE CITY)
- ASSESSMENT PLANNER FOR RECRUITERS

ARBEITEN UND LERNEN

EMPLOYEE EXPERIENCE

- EMPLOYEE APP
- FEEDBACK APP
- SOCIAL SHARING APP
- DESKBOT
- OUTLOOK ANALYTICS
- AR/VR MEETINGS

CONSTANT LEARNING VIA VIRTUAL CLASSROOM

- PERCIPIO
- YOULEARN
- DIGITAL NUGGETS
- MMI – CODE & TEST CASES

FÜHRUNG

AGILE LEADERSHIP DEVELOPMENT

- LEVELUP! PLATFORM
- NEXTGEN PORTAL
- LEADERSHIP ADVENTURES GAME

NEUORIENTIERUNG

RESKILLING & UPSKILLING

- CAREER COACH
- SKILL MANAGEMENT

NEUE HR ARBEIT

WORKFORCE PLANNING
HR SHOW ROOM
WORK 2028 STUDY

HR TECH ROOM

**TECHNOLOGIEN VON HEUTE UND
MORGEN ERLEBEN**

**PEOPLE TECH
ECOSYSTEMS**

EMPLOYEE APP

HIRING EXPERIENCE

HR TRENDS

LEARNING EXPERIENCE

ONBOARDING

HR TECH ROOM

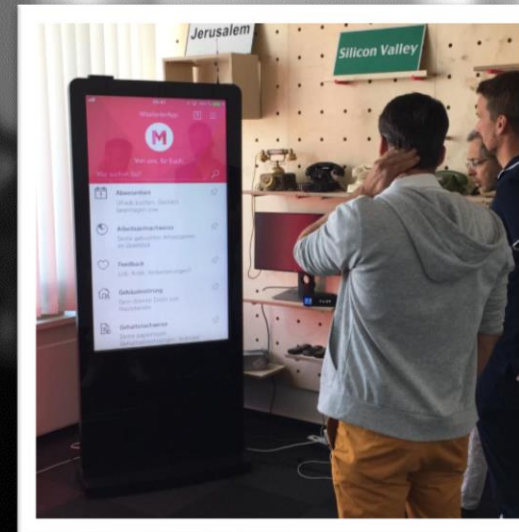
HIRING EXPERIENCE



VR ONBOARDING



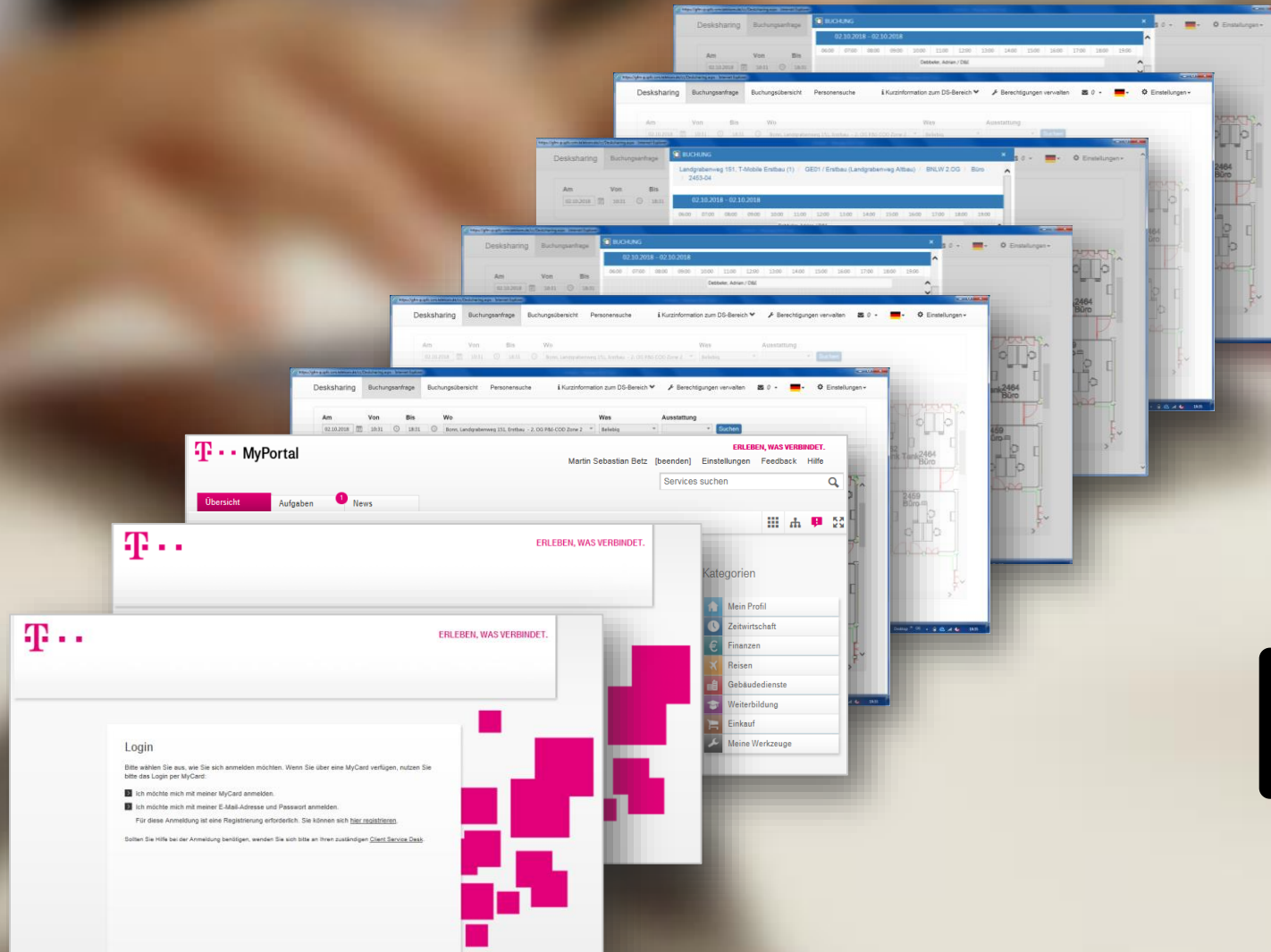
EMPLOYEE APP



ROBOTICS



DESKSHARING – BOOKING OLD SCHOOL



~ 10 Min



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DESKBOT.

DESK SHARING SHOULD ENABLE YOU TO

- Choose each day, where you want to sit ...
- Sit next to the colleagues you work with ...
- More easily network with colleagues ...

BUT ...

MYPORTAL

THE PROBLEM



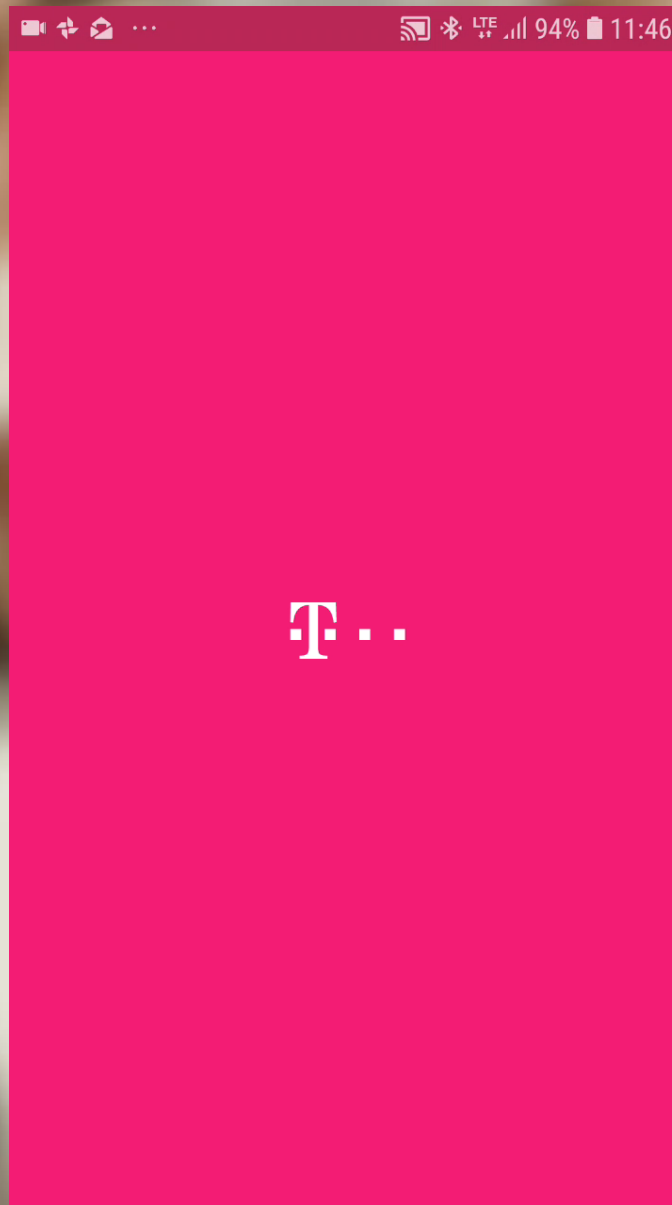
Time needed to book a desk:
ca.10 minutes, min. 8 screens

THE SOLUTION

A chatbot to book desks and meeting rooms



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Time needed :
30 seconds

PILOT

- FEA E/F 3

iOS, Android & web



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10

AR/VR MEETINGS.

Mimesys AR Meeting

- AR avatars (via Kinect)
- Simple collaboration in virtual space

TECH DEMO

- How might meetings look like in the future?
- What's currently possible with AR/VR?
- HRForecast demo scheduled for MWC19



HRForecast VR Meeting

- VR Avatars
- Incl. voice solution
- Share screen in VR



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TECH WORKSHOPS



GET A GRIP ON TECH SESSIONS

TRAIN KIDS AND LEADERS

GAIN CODING EXPERIENCE



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GAMIFIED SKILL ASSESSMENT.

THE PROBLEM



How do we find the right candidates for a job?

How can we measure skills during recruiting?

THE SOLUTION

Arctic Shores captures up to 2,000 data points within a game to assess and compare applicants' skills



Capture

Candidates intuitively react to in-game challenges, leaving behind a digital fingerprint of up to 2,000 data points



Combine

Big data analytics combine thousands of in-game actions to form meaningful psychological variables



Compare

Individual data is compared to a relevant norm group or employer specific benchmark



PILOTS

- Start up!
- Hrvatski Telekom
- Preparation for further NatCos



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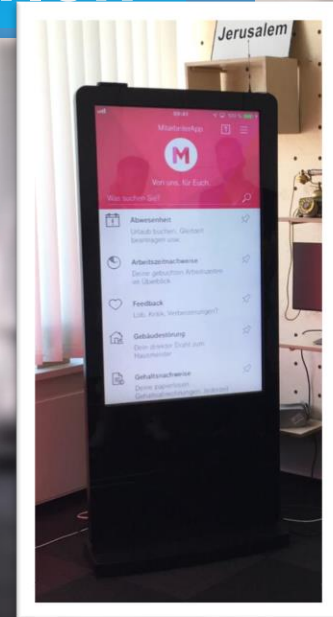
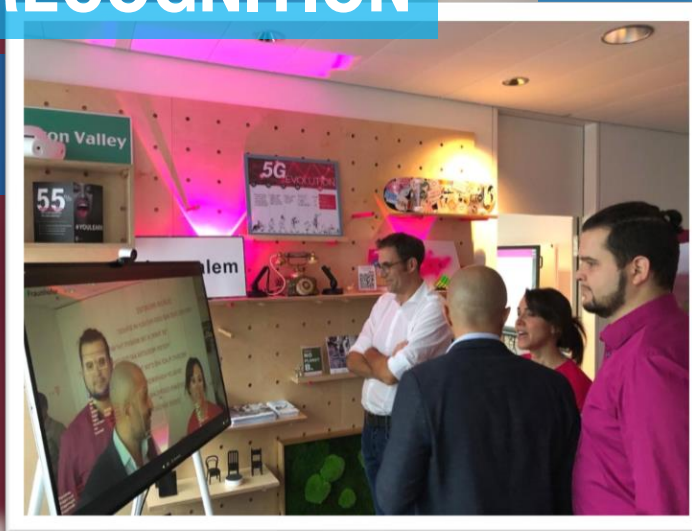
HR SHOW ROOM

FACE RECOGNITION

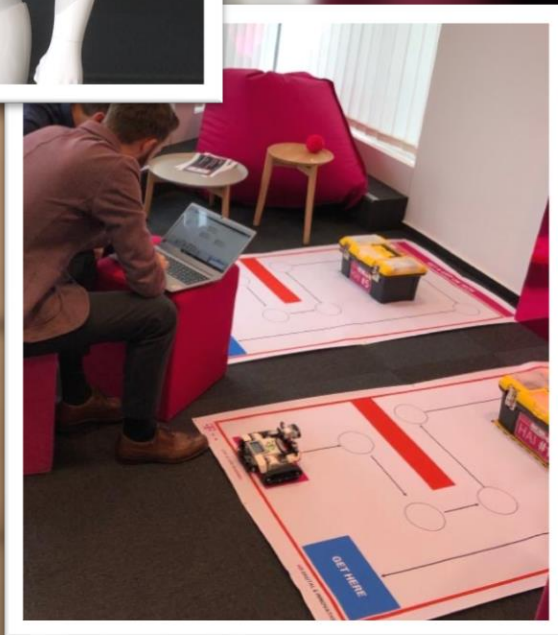
APPIFICATION

ANALYTICS

ROBOTICS



VR EXPERIENCE



THE TEAM



EMPLOYEE EXPERIENCE

WAS: Einsatz Chat Bot
WOZU: Vereinfachte Arbeitsplatzbuchung
KI: Chat Bot, Machine Learning
STATUS: Pilotierung

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NEW LEARNING

WAS: VR Learning mit KI Auswertung
WOZU: Neue Lernmethodiken
KI: VR, Deep Learning (IBM Watson)
STATUS: Live (4 Ländern)

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ANGEWANDTE

KI

IM HR BEREICH

WORKFORCE PLANNING

WAS: Umfassende Daten Analyse
WOZU: Präzisere strategische Personalplanung
KI: Machine Learning
STATUS: Pilotierung

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SKILL MANAGEMENT

WAS: Match von Fähigkeiten und Erfahrungen
WOZU: Skills der Mitarbeiter richtig einsetzen
KI: Machine Learning
STATUS: Pilotierung

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