

People & Change

protiviti®
Global Business Consulting



People & Change

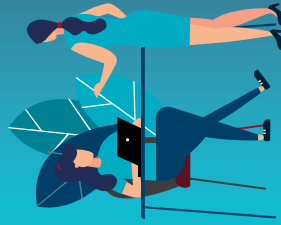
Our team of experienced HR, talent and change enablement professionals help organizations align their business and people strategies to manage change, drive growth and create engaging employee experiences.



PEOPLE & CHANGE ARE TOP PRIORITIES FOR EXECUTIVES

7 of the 10 Top Risks for Protiviti's 2023 Executive Perspectives on Top Risks Survey are People and Change Related*

88% of senior leaders say **shifts in the talent market** have created a need for more regular planning



68% of Americans would prefer to be **fully remote**



6 in 10 workers will require **training to learn new skills**, such as AI and Big data, before 2027, but those skills are not always reflected into employers' upskilling strategies



5 of 10 top barriers to change project success are due to **lack of a structured change management program***

23%

of jobs are expected to **disappear** in the next 5 years due to task automation and adoption of new technologies



36%

of HR leaders think their **sourcing strategies** are insufficient to find the skills they need



*Top Risks Report 2023 and 2032 | Protiviti United States | Deloitte

PEOPLE & CHANGE OFFERINGS AT-A-GLANCE

Talent Advisory

Attracting, motivating and retaining the right talent to drive your business

Enterprise Talent Strategy
Talent Forecasting/Workforce Planning
Talent Effectiveness

Skills & Competency Assessments
Employee Value Proposition
Enterprise Learning Management

Change Management

Enabling organizations to strategize, manage and reinforce change

Change Management Roadmap
Training Strategy, Design, and Interactive Facilitation
Change Readiness Assessments

Stakeholder Management & Alignment Strategy
Strategic Communications Creation & Distribution
Employee Experience & Culture Strategy



HR Transformation

Optimizing the people, process, technology, operating model and organizational structure of the HR function

HR Strategy Development
HR Operating Model Design & Implementation
HR Process Design & Implementation

Payroll Efficiency and Performance
HR Service Delivery Design & Implementation
HR Shared Services Design & Implementation

Work & Rewards

Driving organizational success by optimizing the design and delivery of work and rewards strategy

Employee Financial and Non-Financial Rewards Strategy
Work Location Effectiveness
Job Architecture & Market Pricing

Performance, Career & Succession
Managerial Effectiveness
Total Rewards Communication & Education

Employee Experience & Culture

Elevating and enhancing your culture & employee experience to support greater attraction, retention and engagement

Employee Experience Strategy
Employee Experience Surveys
EX Journey Mapping

Culture Mapping/Assessments
Cultural Transformations
Managerial Effectiveness

HR Audit

Assessing the effectiveness of HR's current policies, procedures, and systems

Payroll Audits/Assessments
Remote Work Effectiveness Audits
HR Health Checks

Culture & Safety Audits
Recruitment/Retention Audits
Succession Planning/Talent Audits





Talent
Advisory



HR
Transformation



Employee
Experience &
Culture



Change
Management



Work & Rewards



HR Audit

Team

WORK & REWARDS

Driving organizational success by optimizing the design and delivery of work and rewards strategy

Challenges Organizations May be Experiencing



Difficulty attracting, retaining & engaging talent



Organization is not effectively communicating the value of total rewards program to employees



Lack of a total rewards philosophy or roadmap that's aligned to business and talent objectives



Inadequate resources to evaluate how the organization's total rewards program is meeting employees' needs

Representative Services Provided

✓ Employee Financial and Non-Financial Rewards Strategy

✓ Job Architecture & Market Pricing

✓ Managerial Effectiveness

✓ Work Location Effectiveness

✓ Performance, Career & Succession

✓ Total Rewards Communication & Education

✓ Future of Work

✓ HR Business Partner Support

✓ Organization Design

The Value We Deliver



Attract, motivate, engage and retain talent with the right compensation and benefits strategy



Align your total rewards programs with your business and people strategy



Ensure that your total rewards are internally fair and externally competitive



Optimize labor and cost structures

protiviti



Talent
Advisory



HR
Transformation



Employee
Experience &
Culture



Change
Management



Work & Rewards



HR Audit

Team

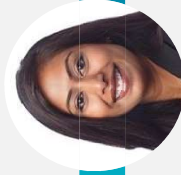
OUR LEADERSHIP TEAM

Assisting clients to inspire their people while managing change



Fran Maxwell
Global Leader

fran.maxwell@protiviti.com
+1 602.855.9460



Dharshini Hof

dharshini.hof@protiviti.com
+1 858.212.5748



Kim Lanier

kimberly.lanier@protiviti.com
+1 817.507.7386



Johnny Martinez

johnny.martinez@protiviti.com
+1 415.583.2462



Dwain Young

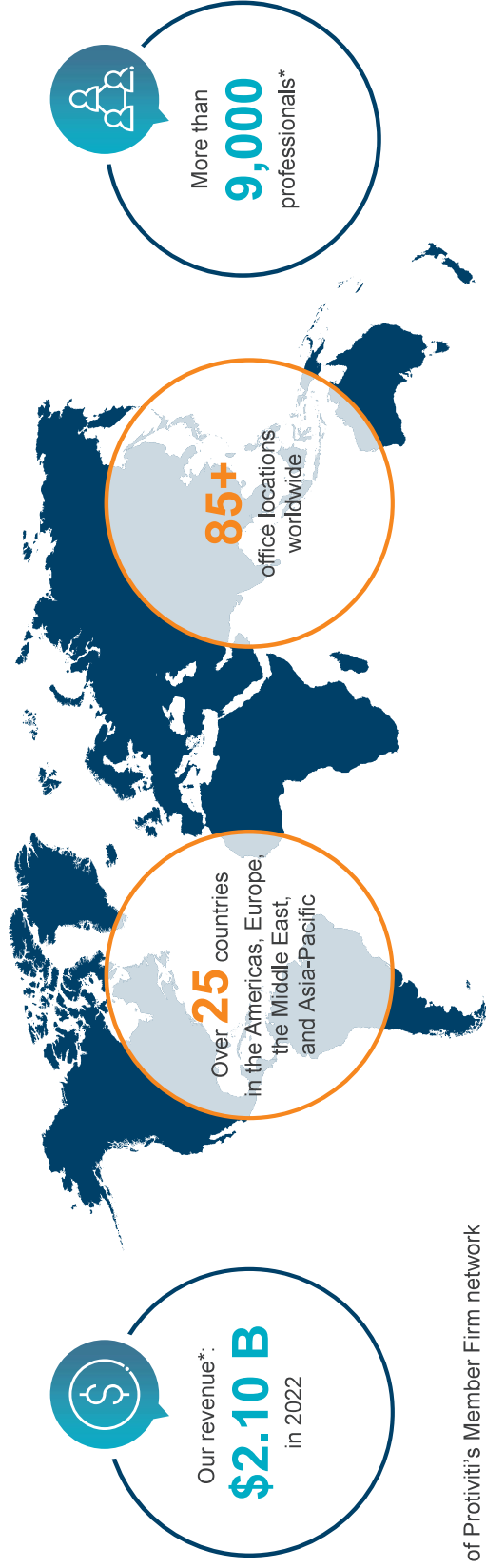
dwain.young@protiviti.com
+1 540.664.6247

protiviti

PROTIVITI AT A GLANCE

Protiviti (www.protiviti.com) is a global consulting firm that delivers deep expertise, objective insights, a tailored approach, and unparalleled collaboration to help leaders confidently face the future. Protiviti and our independent and locally owned Member Firms provide clients with consulting and managed solutions in finance, technology, operations, data, digital, legal, governance, risk and internal audit through our network of more than 85 offices in over 25 countries.

Named to the [2022 Fortune 100 Best Companies to Work For®](#) list, Protiviti has served more than 80 percent of Fortune 100 and nearly 80 percent of Fortune 500 companies. The firm also works with smaller, growing companies, including those looking to go public, as well as with government agencies. Protiviti is a wholly owned subsidiary of Robert Half (NYSE: RHI). Founded in 1948, Robert Half is a member of the S&P 500 index.

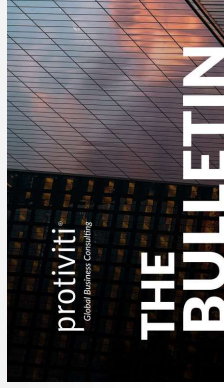


* Inclusive of Protiviti's Member Firm network

protiviti

RECENT THOUGHT LEADERSHIP

The Bulletin



[Take a New Approach to Succession Planning and Leadership Development](#)

Newsletter



[Organizational Culture Is a Competitive Advantage](#)

Blog



[Generation Z: How to Attract, Retain and Engage the Fastest-Growing Workforce Generation](#)

Blog



[Reboarding Requires New Rules of Engagement](#)

Blog



[From HR to Strategic Talent Advisers: Redesigning Workforce Planning for Success](#)

Survey



[Talent, Culture and the Future of Work – The Defining Business Challenges of the Next Decade](#)

Article



[Talent Strategy Is Company Strategy - StrategicCHRO360](#)

Blog



[Prevent Change Saturation by Establishing Air Traffic Control for Change Management](#)

protiviti

Face the Future with Confidence

© 2020 Protiviti – Confidential. An Equal Opportunity Employer M/F/Disability/Veterans. Protiviti is not licensed or registered as a public accounting firm and does not issue opinions on financial statements or offer attestation services. All registered trademarks are the property of their respective owners.

protiviti®