

International HR Benchmarking 2010

Your contact person:

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Facts at a glance

- Exchange and discuss the key challenges in HR with the European Headquarters of enterprises such as:

Allianz, Alstom, Axa, Beiersdorf, Bosch, BMW, Credit Suisse, Dexia, Deutsche Bank, Deutsche Telekom, Enel, General Electric Europe, Generali, GlaxoSmithKline, Logica, Lufthansa Technik, Metro Cash & Carry, Philips, SAP and UBS

- Comprehensive profiles of corporate HR organizations as well as country-level profiles
- Robust key data on HR efficiency (products/costs) and effectiveness and on a country-by-country basis including Belgium, Brazil, China, Czech Republic, France, Germany, Hungary, India, Italy, Netherlands, Poland, Spain, Turkey, UK and the U.S.
- Next data collection in March 2011, results and evaluation in June 2011
- **Objective: Support HR transformation through robust data and experiences that other companies have made**

What is it about?

Large enterprises are transforming their HR organization in order to achieve higher effectiveness as well as higher efficiency to enhance their performance. Nevertheless there is a great lack of global benchmarking data which would support multinational companies in their HR organization. Baumgartner & Partner is the initiator of a leading HR benchmarking community with global HR organizations, where HR practices of multinational companies headquartered in Europe are reviewed, analyzed and compared, also on a country-by-country basis. This community offers a valuable opportunity for large enterprises to match their HR organizations with global market leaders from different economic sectors. The members of the community exchange their status quo of efficiency and effectiveness of their HR organizations and their best practices in the context of international HR work in different formats, such as workshops, written reports or individual presentation of results.

Why should you participate?

1. If you are implementing selected global standards in a decentralized environment, you will benefit from the following outcomes of the benchmarking community:
 - A full HR inventory of all HR processes for the countries in scope including major key performance indicators and in market comparison
 - Definition of corporate HR action fields, identification of centralization potential for HR micro functions
 - *Possibility of participation in deep dive module: HR Controlling*
2. If you are transforming your HR function into an HR Business Partner model including regional HR shared services, you will benefit from the following outcomes of the benchmarking community:
 - Stable HR KPIs (productivity and costs) in major HR supporting processes, global HR service delivery model and HRIS comparison
 - Basis for HR transformation together with standardization, harmonization and automation intention
 - Possibility of participation in deep dive modules: HR Service Center and HR Business Partner
3. If you would like to establish a global talent management and identify, develop and retain your talents on a global scale, you will benefit from the following outcomes of the benchmarking community:
 - Indicators for best practices in a corporate talent management process
 - Arguments and clear explanations why talent management is a global process and support for implementation
 - *Possibility of participation in deep dive module: HR Controlling*

All your individual results are compared with global, geographical, economical, sub-regional and country markets.

How does it work?

In the context of the International HR Benchmarking process, relevant and measurable data is collected via questionnaires treating the key topics of HR organizations in international enterprises regarding HR efficiency and HR effectiveness. The questionnaires assess the corporate level as well as the country-level of HR organizations.

Every member of the community selects focus countries that will be included in the benchmarking. The scope of the benchmarking covers three modules on local level: HR profiles, indicators for HR excellence, KPIs for HR efficiency and effectiveness. The collection is a mixture of quantitative (e.g. FTE and cost) and qualitative data (e.g. profile information, minimum standards of HR organization).

An information hotline is available where any questions regarding the completion of the questionnaires will be answered by competent consultants. Data quality assurance is provided by Baumgartner & Partner before a detailed analysis of the collected data is conducted. The results and evaluation of the International HR Benchmarking are presented and discussed in workshops where all participants will be present.

Core Module: International HR Benchmarking

— Overall information on corporate and local HR
— Qualitative questions on global HR effectiveness
— Quantitative questions on HR efficiency



Optional Deep Dive: HR Service Center



Optional Deep Dive: HR Business Partner



Optional Deep Dive: HR Controlling

Where are we today?

Members of the International HR Benchmarking community are currently: Allianz, Alstom, Axa, Beiersdorf, BMW, Bosch, Credit Suisse, Dexia, Deutsche Bank, Deutsche Telekom, Enel, General Electric Europe, Generali, GlaxoSmithKline, Logica, Lufthansa Technik, Metro Cash & Carry, Philips, SAP and UBS. The latest result analysis and evaluation events took place in June this year in Zurich and Munich.

What are your benefits?

Baumgartner & Partner offers the valuable opportunity to participate in the International HR Benchmarking community of 2010. This experience will add a significant value to your HR work on an international level and therefore support your work on HR transformation. You will gain access to a high-level knowledge exchange network and learn about best practices. For more detailed information or in case of any inquiries, please contact Sophie Gross:

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