



iboard

INTEGRATED WORKFORCE PLANNING IN BOARD

**POWERFUL, INTUITIVE AND CODING-FREE:
THAT'S BDG | ONE PEOPLE IN BOARD**



HUMAN RESOURCES – A KEY FACTOR FOR BUSINESS SUCCESS

For companies today, it is becoming increasingly clear that committed, talented and satisfied employees give them a decisive competitive advantage. For this reason, business decisions are increasingly being made with the consideration of personnel issues. The tailored assignment of qualified personnel is a central key factor for company success.

A purely Excel-based planning process quickly reaches its limits when it comes to personnel planning, due to the manual effort involved and the high susceptibility to errors. A planning application for the HR department built on a EPM (Enterprise Performance Management) platform provides a remedy here:

- ▶ System-supported mechanisms help to reduce the susceptibility to errors and increase planning efficiency.
- ▶ Comprehensive dashboards help to provide complete transparency of all person-related key figures.
- ▶ Responsibilities and processes are clearly defined thanks to system-supported workflows.
- ▶ Sensitive data is protected and access authorisations can be individually restricted.

On the following pages, we present some of the highlights of our modular HR solution, which can be customised to fit your company perfectly. Transform your HR planning and optimise your processes with bdg | ONE People in Board.

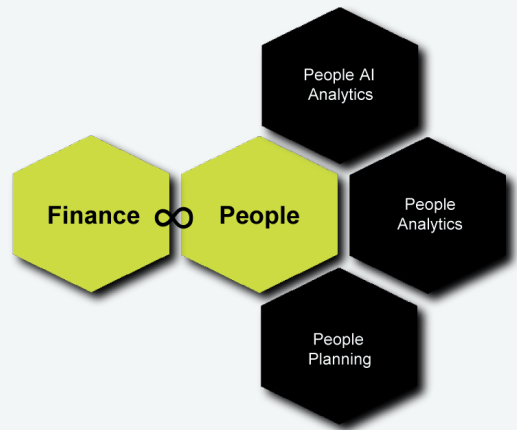
bdg ONE | People in Board – your advantages

- ▶ Optimise and accelerate your business planning with integrated planning processes with workflow support.
- ▶ Increase your planning quality and utilise the latest technological innovations in the cloud.
- ▶ Gain complete transparency of all personal key figures and use integrated personnel planning – in compliance with GDPR.
- ▶ Consider various development scenarios and define suitable measures in a targeted manner



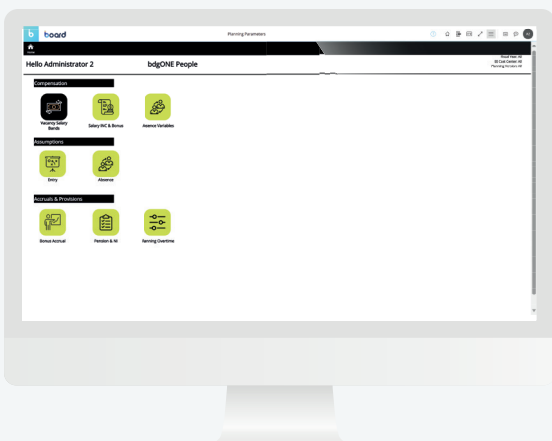
SEAMLESSLY CONNECT HR WITH FINANCE, IN ONE SOLUTION

Laborious data preparation, lengthy coordination processes and unreliable FTE and cost forecasts - for many HR teams, personnel planning is a real burden. Personnel movements and salary components are very complex and the HR data for planning is stored in different systems or tables, systems or spreadsheets.



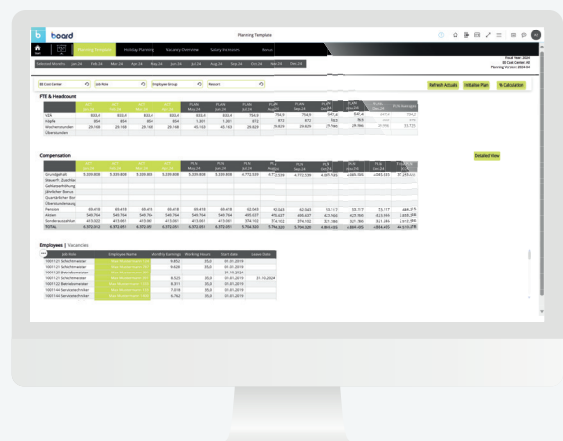
bdg ONE | People was developed to make personnel planning a transparent, efficient and fast process that also provides valuable insights and facilitates collaboration with Finance & Controlling.

DEFINE PLANNING PARAMETERS



The configuration of central HR planning parameters in bdg ONE | People enables the optimisation and acceleration of the actual HR planning process. These parameters capture key information such as centralised salary adjustments, salary bands and social security rates per location. This allows users to make their entries in a decentralised and effective manner for each cost centre. In this way, resources can be managed in an optimised way and efficient processes are ensured.

PLAN COST CENTRE DETAILS



The planning template can be used to plan costs in detail at cost centre level. In addition the upper section facilitates FTE and cost planning based on the current cost centre or the current cost centre node. Costs can also be broken down into salary and bonus components using drill-down functions. Overall, the planning template gives you full control over employee and job planning.



REAL-TIME PLANNING MONITOR

The planning monitor is an indispensable tool for managing personnel costs. It provides valuable insights into staffing ratios, recruitment reports and all other cost-related information.

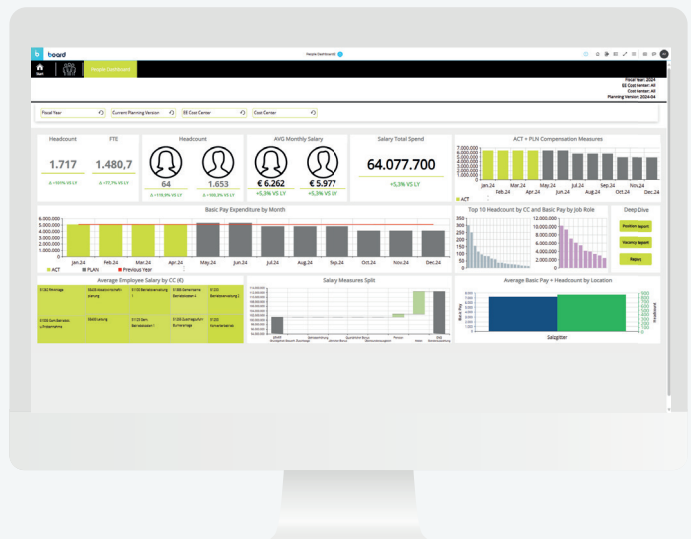
All budgeted figures are aggregated to provide a comprehensive overview of deviations or developments in cost planning, allowing decision-makers to quickly identify and address issues before they become problematic. With this powerful budgeting monitor, you get a better overview of your personnel costs and take full control of the budgeting process.



DEEP INSIGHTS WITH THE PEOPLE DASHBOARD

As a reporting counterpart to the Planning Monitor, the People Dashboard is a great way to gain insight into various HR metrics. It provides visual representations of key areas such as recruitment, employee retention, turnover rates and more.

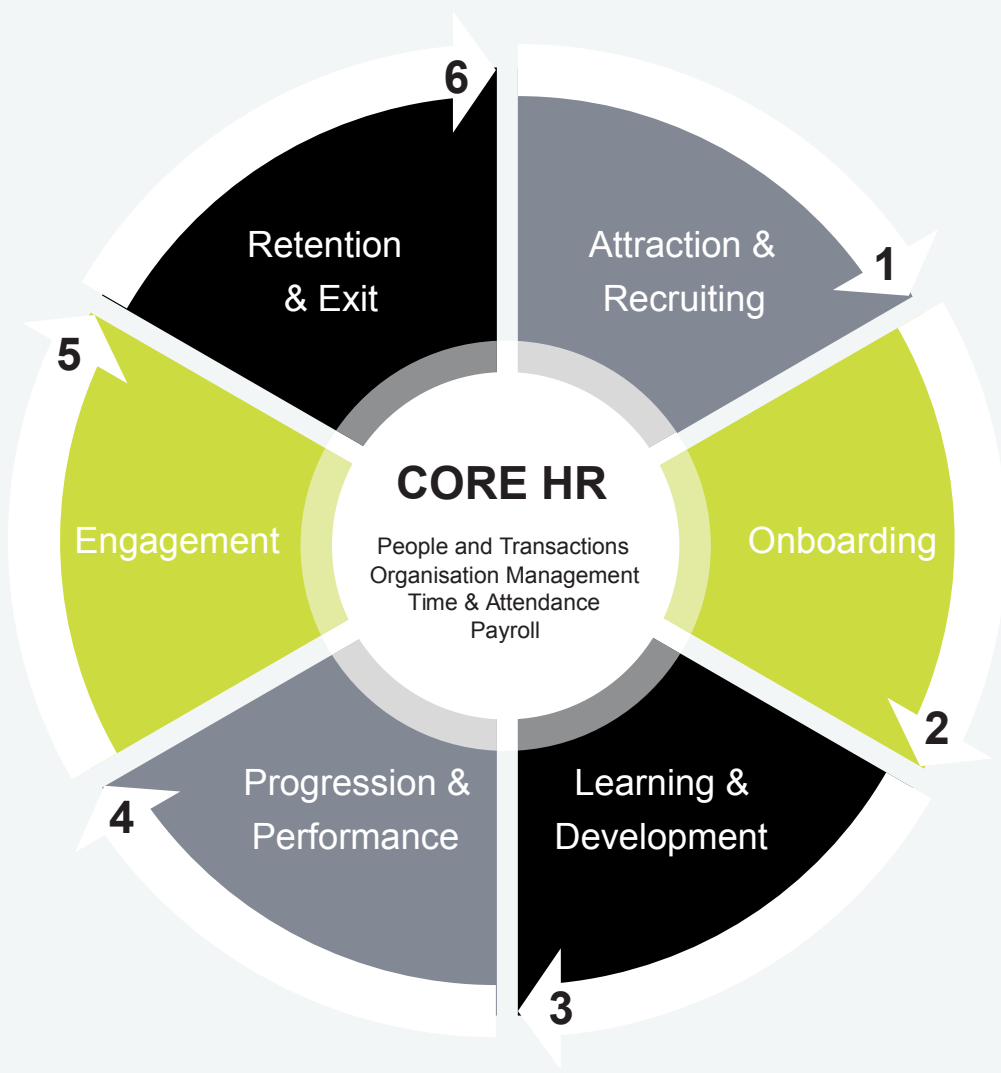
By filtering the options by desired metrics, you can get an accurate picture of how each key area is performing. You can also view the data underlying each metric in detail.





BDG | EMPLOYEE LIFECYCLE

Based on our holistic Employee Lifecycle Framework, we offer customised reports and key figure definitions for each of the six core aspects of HR administration. Configure individual modules and reports from bdg ONE | People according to the needs and requirements of your organisation.



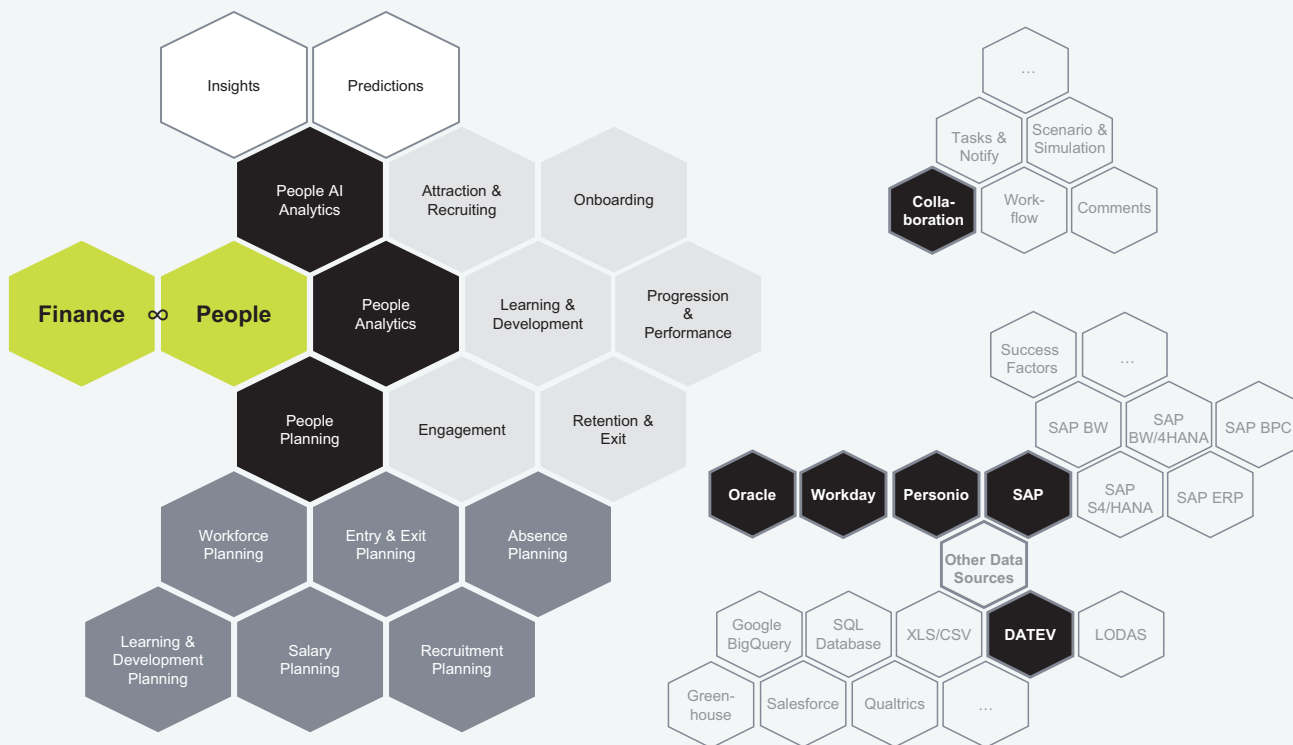


BDG ONE | PEOPLE

bdg ONE | People offers you customised and holistic support for all relevant planning and analysis topics in the area of human resources.

The solution is based on more than 20 years of experience in the design and implementation of powerful performance management and business intelligence solutions for a large number of international clients. Thanks to our expertise, we offer a standardised planning, reporting and analysis solution for HR and its integration into corporate management. We can connect a wide variety of upstream systems and also customise the application to your specific needs and requirements.

- **Quick implementation** thanks to pre-configured content
- **Increased transparency** through interlinked individual planning modules
- **Flexible & scalable** as it's easily adaptable to the requirements of your organisation





BDG ONE | PEOPLE IN BOARD – YOUR ADVANTAGES

bdg ONE | People in Board supports the entire HR planning process to plan smarter and transform decision-making so that you have full transparency across the HR function. Operational and finance-based HR processes are fully integrated – creating added value for the entire organisation. Decentralised data silos are a thing of the past.

What you gain with bdg ONE | People in Board

- ▶ The flexible architecture of bdg ONE | People enables any number of expansion scenarios, from data and process integration to additional modules
- ▶ Completely coding-free and intuitive to use thanks to modern user interfaces, making it ideal for self-service
- ▶ No restrictions on the connection of data sources
- ▶ Targeted implementation of the solution by bdg's experienced consultants, including expert support throughout the entire project and training for your employees

Book your individual demo now on



bdg.io

The logo for Board, featuring the word "board" in a lowercase, sans-serif font. The letter "o" is stylized with a vertical bar on its left side, and the letters "a", "o", and "r" are colored in a gradient from blue to green.

Board

Board's Intelligent Planning Platform delivers a solution that enables over 2,000 customers worldwide to plan smarter. This enables them to gain better insights and achieve better results. In this way, Board supports companies in making the right business decisions. Data from strategy, finance and operations is brought together thanks to integrated and intelligent planning, giving management full transparency of the company's performance. Thanks to the collaboration with Board, global organisations such as H&M, BASF, Burberry, Toyota, Coca-Cola, KPMG and HSBC have digitally transformed their planning processes.

bdg has been an authorised partner of Board for many years and can therefore draw on an immense wealth of experience.

better decisions group

bdg is an international consultancy for Corporate Performance Management (CPM) and Business Intelligence (BI) solutions. We are a long-standing partner of various CPM and BI software providers and implement flexible solutions for planning, reporting and analysis. Medium-sized companies as well as large corporations and public organisations are among our satisfied customers. It is our mission to create a solid data and information basis for our customers and thus enable them to make better decisions and achieve greater business success. To this end, we implement customised framework applications as well as individual BI & CPM solutions in the areas of Finance & Controlling, Marketing & Sales, Procurement and Human Resources.

Our focus is on the retail, energy, financial services and manufacturing sectors. We support our customers both professionally and technically, from the selection of suitable BI technology and joint strategy development to the definition of company-relevant KPIs and complete implementation. Our range of services is rounded off by practice-oriented training and customer-oriented service.



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