

The Digitalization of Human Resources: from Operational to Strategic HR



90%

positive feedback – employees want the tool to be implemented

Over the last three years Bunker Holding has grown from 300 to 750 employees and become the leading service provider in the shipping industry. They operate in a competitive industry and people and performance are key to their success. To keep up with business growth the HR function needed to digitalize HR processes and operate more strategically.



Group of 59 offices and in 31 countries



Local branding key to global success



Over 700 employees

Challenges

- Transition from traditional operational to strategic HR
- Automation of manual processes and visibility into global workforce data
- Consolidation of global HR processes while preserving local brand autonomy
- Establishing a clear link between leadership, engagement and performance

Results

- Overall HR processes and organizational analytics in a single solution
- Business leaders proactively seek support and view HR as a business partner
- Employees have better transparency into their career development path
- Improved time to performance through streamlined onboarding



“Three years ago, many HR processes were dispersed and manually serviced. That made it difficult to know what was going on in the business from a global perspective, or to drive a strong strategic HR agenda. Talentsoft enables us to establish a clear link between leadership, engagement, performance and organisational development, with a user-friendly gateway to all of these processes.”

Alexander A. Jaffe, Group Director HR & Communications

Bunker Holding chose to deploy:

Recruiting, Performance & Competencies, Training, Talent Review, Digital Learning



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Implemented actions

Piloted recruiting solution with a phased implementation

Implemented the annual People Development Review (PDR) to ensure everyone would start using the new solution immediately

Customization of the solution to maintain local best practices

Implementation of Learning module with in house training content

Communicated clear procedures and training before introducing each new solution



What's next

Implement Talentsoft Talent Review module after completing the first People Development Review (PDR) process

Implement succession planning to gain transparency on who is ready to grow into a new position

Implement Salary and Benefits modules

Best practices

Evaluating different solutions for flexibility, ease of use, global capabilities, customer diversity, ability to deliver 24/7 support, and readiness to adapt to customer needs

Phased implementation with clear communication at each stage to build excitement for the new solution

Engaging local managers in the design to ensure the solution meets their needs

Sharing and learning best practices from the Talentsoft community



"It was very important for us to keep the unique local brand. Therefore we needed a flexible solution that would enable us to digitalize and standardize core processes and data while preserving local autonomy."

Mirjam B. Toftlund,
Head of Training & Performance, Bunker Holding

ABOUT TALENTSOFT

Talentsoft is the European leader in cloud-based talent management and learning software. Its digital platform encourages interactions and transforms the working experience while integrating competency management with career paths and learning programs. Talentsoft delivers a unique, fully-integrated workforce management and HR analytics solution to efficiently manage HR processes: recruitment, onboarding, performance, talent review, competencies, learning and compensation.

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