# Index
## by Udder

# Your HR Digital Maturity Assessment

Produced for: Alan at Udder

by The Udder Group

# FOREWORD

As a Co-founder of Udder, I am thrilled to present you with your personalised HR Digital Maturity Index Report. By completing this assessment, you've taken a significant first step towards shaping the future of your organisation's HR function. Your commitment to understanding and improving your HR digital maturity is commendable and puts you at the forefront of a constantly changing business landscape.

The future of HR is bright, dynamic, and digital. As we navigate an increasingly complex and interconnected world, HR stands at the intersection of people, technology, and business strategy. The insights you'll gain from this report will illuminate your current position and provide a roadmap for your digital HR journey.

In the following pages, you'll find a high-level summary of your results, benchmarked against other respondents. We'll then dive deeper into each category, exploring your achievements, potential enhancements, and tactical next steps. This comprehensive analysis will empower you to make informed decisions and drive meaningful change within your organisation. Remember, this report is not just a snapshot of where you are today—it's a launchpad for where you can go tomorrow. Every organisation's journey is unique, and yours is just beginning. Whether you're taking your first digital steps or fine-tuning an advanced HR tech ecosystem, there's always room for growth and innovation.
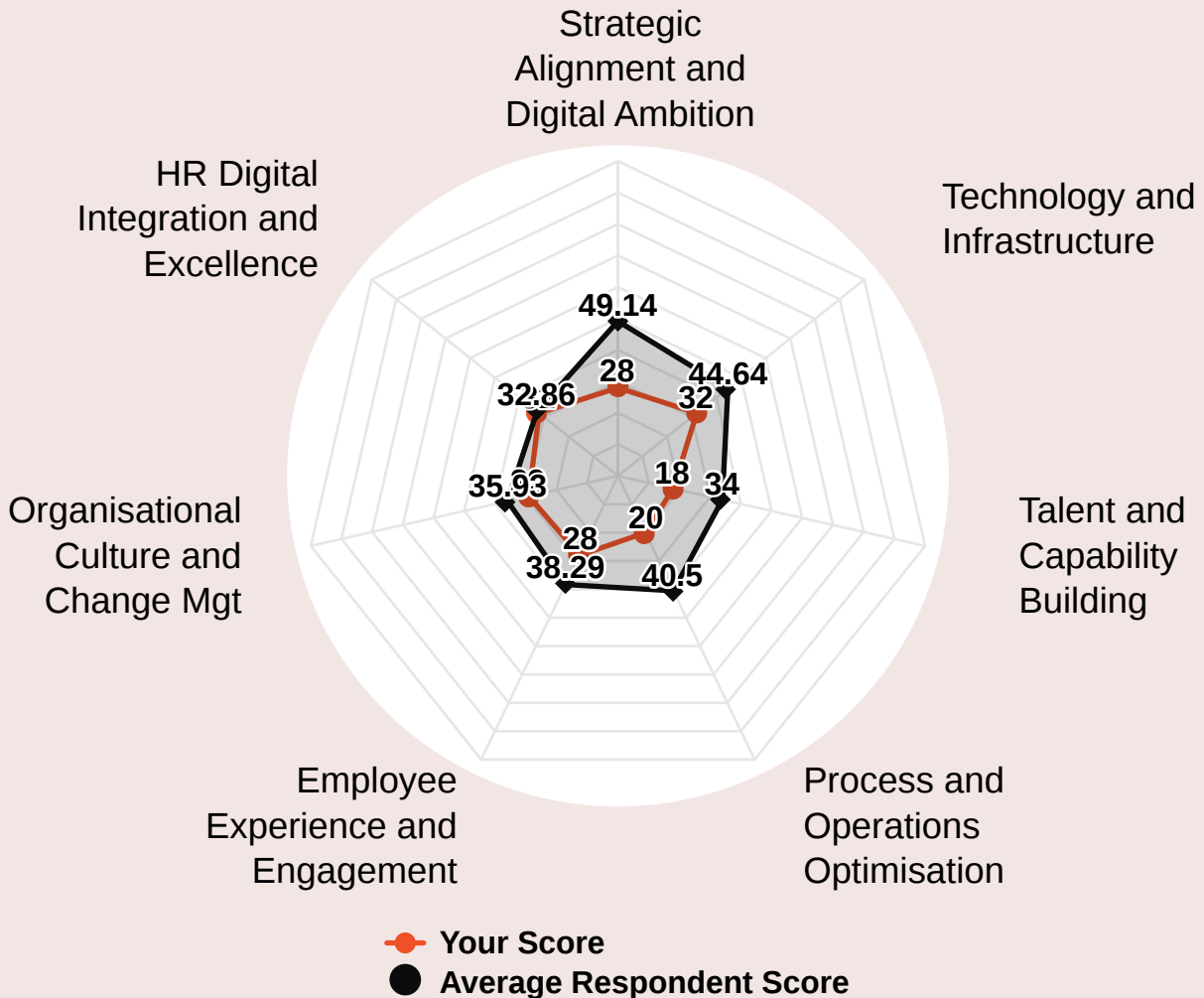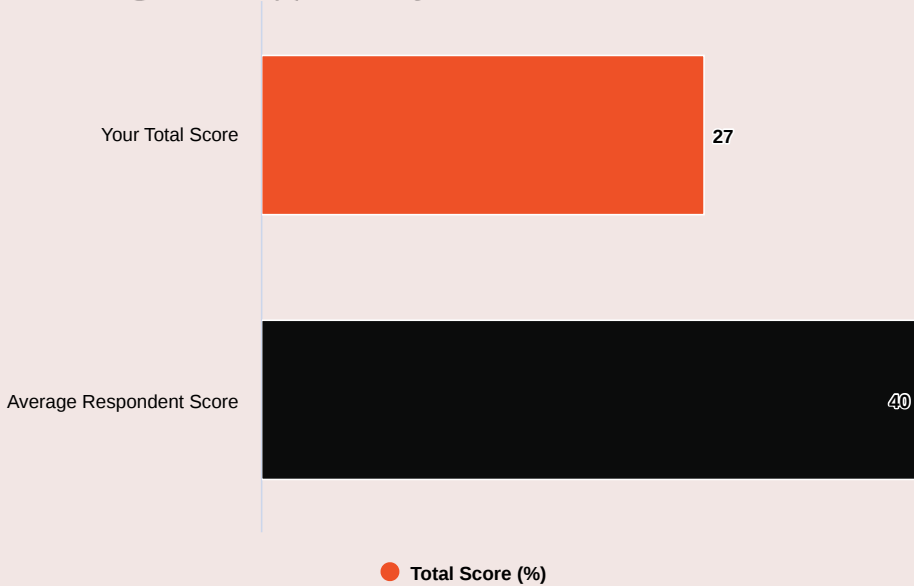
At Udder, we're passionate about helping organisations like yours navigate the complexities of HR digital transformation. Our team of experts is ready to support you at every stage of your journey, from strategy development to implementation and beyond. We're here to help you turn the insights from this report into actionable strategies that drive real business value.
As you review your results, I encourage you to embrace the opportunities that lie ahead. The future of HR is not just about technology—it's about leveraging that technology to create more human-centric, efficient, and strategic HR functions that drive organisational success.

Thank you for taking this important step with us. We look forward to being part of your HR digital transformation journey.

Alan Walker,
Co-founder, Udder

# YOUR OVERALL SCORE

This overview showcases your HR digital maturity across seven key areas. Your scores are benchmarked against average scores, offering snapshot of your current digital HR landscape and highlighting areas of strength and opportunity.

Your Total Score **27**

Average Respondent Score **40**

● **Total Score (%)**

Strategic Alignment and Digital Ambition **49.14** / **28**

Technology and Infrastructure **44.64** / **32**

HR Digital Integration and Excellence **32.86**

Talent and Capability Building **34** / **18**

Organisational Culture and Change Mgt **35.93**

Process and Operations Optimisation **40.5** / **20**

Employee Experience and Engagement **38.29** / **28**

● **Your Score**
● **Average Respondent Score**

# STRATEGIC ALIGNMENT & DIGITAL AMBITION

This part examines the alignment between your HR digital strategies and overall business goals. We aim to assess the maturity of your digital initiatives, how these efforts are communicated and supported, and the extent to which they are integrated with your company's objectives. Your input will highlight strategic integration and ambition levels in your digital HR efforts.

**HIGH LEVEL**

**MEDIUM LEVEL**

**LOW LEVEL**

**YOU ARE HERE**

## ACHIEVEMENTS

You may struggle with sporadic, uncoordinated digital efforts in HR. You're in the early stages of your digital HR journey. There's room to enhance coordination of digital efforts and develop clearer transformation goals. Current initiatives tend to address immediate needs, presenting an opportunity for more strategic planning.

## ENHANCEMENTS

Consider establishing a dialogue between HR and leadership to align digital efforts with business goals. You may benefit from identifying key areas where digital transformation can initially impact HR, focusing on quick wins and immediate needs.

## TACTICS

Start by prioritising digital initiatives that address pressing HR challenges. You might initiate periodic reviews of your HR digital strategy to establish a baseline for improvement and seek initial support from top management for critical digital initiatives.

## CHAT TO US ABOUT

We can help you define clear digital transformation goals for HR and develop a structured approach to prioritising digital projects. Let's discuss how to secure executive sponsorship and link digital initiatives to business success metrics.

# TECHNOLOGY & INFRASTRUCTURE

We delve into the technologies underpinning your HR function, looking to understand the systems you use, how they integrate with other business functions, and the challenges you face. This section helps us gauge how well-equipped your organisation is to digitally support current and future HR operations.

**HIGH LEVEL**

**MEDIUM LEVEL**

**LOW LEVEL**

YOU ARE HERE

## 32%

### ACHIEVEMENTS

You typically use basic HR technologies with minimal integration. You may face scalability challenges and irregular technology updates. Data-driven insights are limited, and remote access support is minimal. Data security and compliance practices are often underdeveloped.

### ENHANCEMENTS

Focus on identifying core HR technologies needed to support basic functions. You might benefit from evaluating current technology limitations and establishing basic data exchange protocols with other business systems.

### TACTICS

Start by implementing essential HR technologies and creating a basic schedule for necessary updates. Consider identifying key functions that need remote access and begin enabling these capabilities. Establish fundamental data security measures and compliance protocols.

### CHAT TO US ABOUT

We can help you assess your immediate technology needs and develop a plan to address critical gaps in HR functionality. Let's discuss strategies for improving system integration and enhancing your data security approach.

# TALENT & CAPABILITY BUILDING

Focusing on digital skills within your HR team, this section aims to uncover skill gaps, development initiatives, and the overall digital competency level. Understanding these elements allows us to evaluate how prepared your HR team is to drive and support your organisation's digital transformation.

**HIGH LEVEL**

**MEDIUM LEVEL**

**YOU ARE HERE**

**LOW LEVEL**
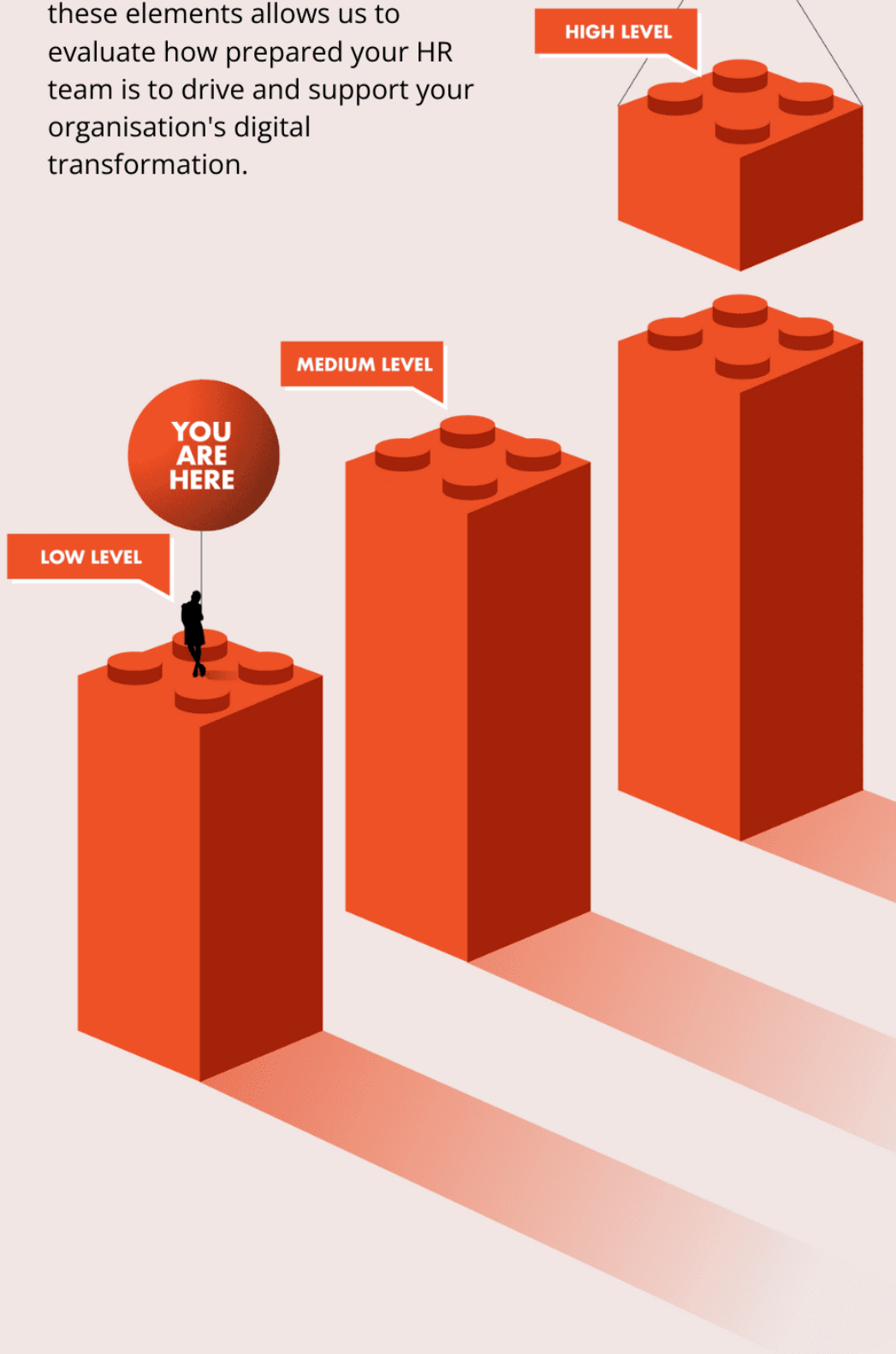
## ACHIEVEMENTS

You may struggle with limited digital competencies in the HR team. You typically lack formal mechanisms to identify skill gaps, and skill development initiatives are often sparse and unstructured. Digital skills are minimally considered in hiring processes.

## ENHANCEMENTS

Consider introducing basic assessments to start identifying digital skill gaps within the HR team. You might benefit from establishing initial metrics to gauge the immediate impact of digital skills training on HR operations.

## TACTICS

Begin incorporating basic digital competencies into hiring criteria for HR roles. Consider introducing initial programmes and resources to support ongoing digital learning for HR professionals. Highlight the importance of digital skills in HR roles to attract talent.

## CHAT TO US ABOUT

We can help you develop strategies to address significant challenges in building digital capabilities. Let's discuss how to better align HR roles with digital transformation goals and initiate efforts to attract and retain digitally skilled HR talent.

# PROCESS & OPERATIONS OPTIMISATION

In this part, we're interested in how digital technologies have streamlined and enhanced your HR processes. Your experiences with digitalisation, its impact on process adaptability, and the effectiveness of different technologies will provide a comprehensive view of the maturity and success of your operational optimisations.

**HIGH LEVEL**

**MEDIUM LEVEL**

**LOW LEVEL**

**YOU ARE HERE**

## ACHIEVEMENTS

You may struggle with manual and inefficient HR operations. You typically use digital technologies sparingly for process automation. Goals for HR process optimisation are often unclear, and success metrics for digital efforts are usually undefined.

## ENHANCEMENTS

Consider identifying key HR processes that can benefit from basic digital automation to reduce manual tasks. You might benefit from establishing basic metrics to start evaluating the success of digital optimisation efforts in HR processes.

## TACTICS

Begin collecting and incorporating employee feedback into HR process optimisation efforts to address user needs. Initiate the use of digital tools to support basic data-driven decision-making in key HR processes..

## CHAT TO US ABOUT

We can help you develop strategies to address frequent challenges in process optimisation. Let's discuss how to initiate basic mechanisms for continuous improvement in HR processes, focusing on feedback and iterative enhancements.

# EMPLOYEE EXPERIENCE & ENGAGEMENT

This section explored the impact of digital tools and initiatives on the employee experience and engagement within your organisation. Insights into how digital strategies have improved engagement, the challenges faced, and the role of these tools in supporting flexible working and diversity will help us understand the maturity of your efforts in this area.

**HIGH LEVEL**

**MEDIUM LEVEL**

**LOW LEVEL**

YOU ARE HERE
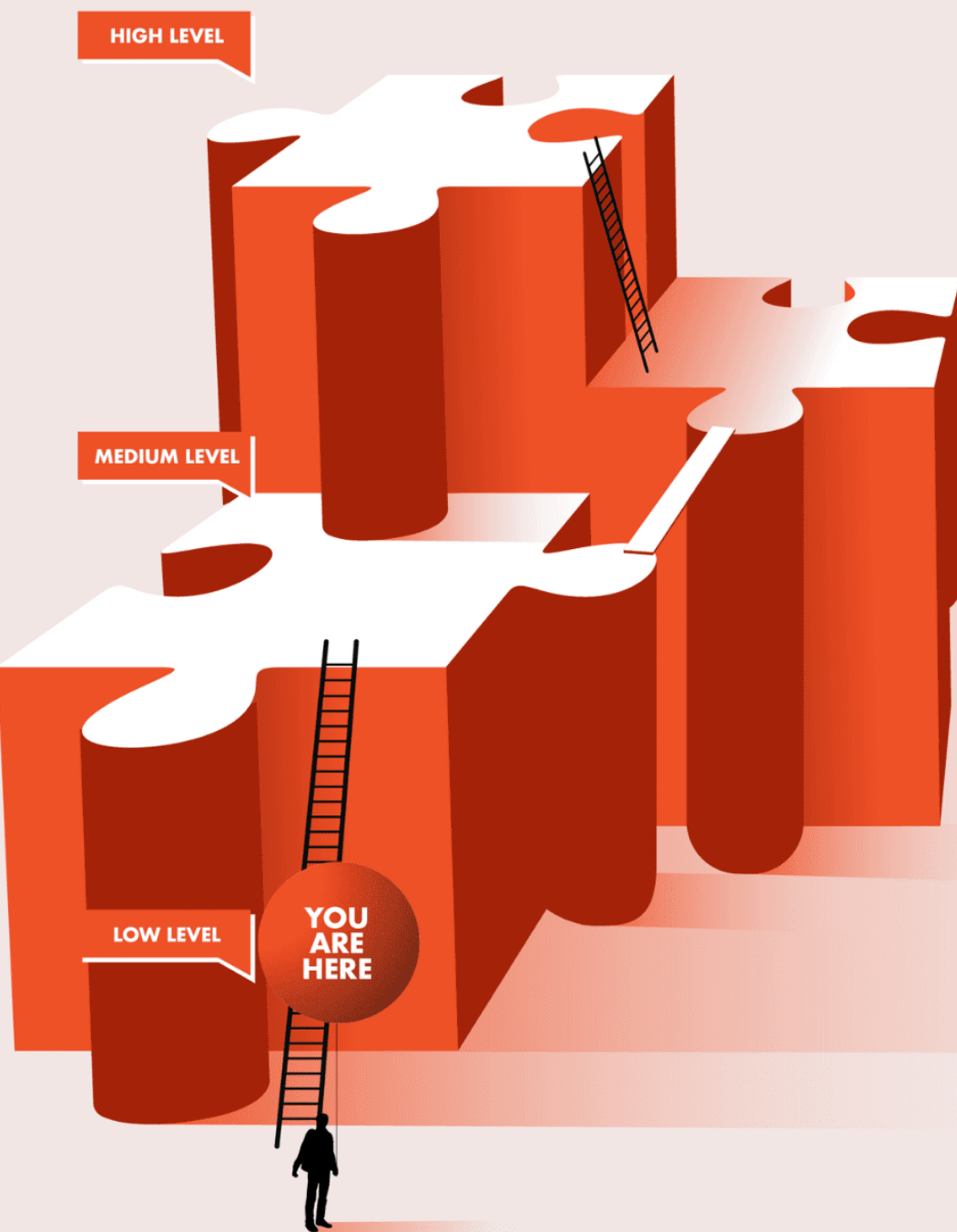
### ACHIEVEMENTS

You may have a basic understanding of employee experience but typically lack a coherent digital enhancement strategy. You often use digital tools sparingly, leading to minimal impact on employee engagement. Feedback collection is usually infrequent.

### ENHANCEMENTS

Consider identifying key areas where digital tools can start enhancing the basic employee experience. You might benefit from initiating basic digital channels for collecting employee feedback to understand engagement and experience issues.

### TACTICS

Start with basic digital tools that address immediate needs in improving employee experience. Define initial aims for your digital employee engagement strategies, focusing on addressing critical engagement drivers.

### CHAT TO US ABOUT

We can help you develop strategies to support remote and flexible working arrangements through basic digital tools. Let's discuss how to initiate digital initiatives aimed at promoting diversity and inclusion, such as awareness campaigns.

# ORGANISATIONAL CULTURE & CHANGE MANAGEMENT

Here, we seek to understand the impact of organisational culture and change management on your digital transformation journey. By exploring your organisation's openness to digital change, leadership support, and the effectiveness of communication strategies, we can gauge how culture and change management practices influence your digital transformation success.

HIGH LEVEL

MEDIUM LEVEL

LOW LEVEL

YOU ARE HERE
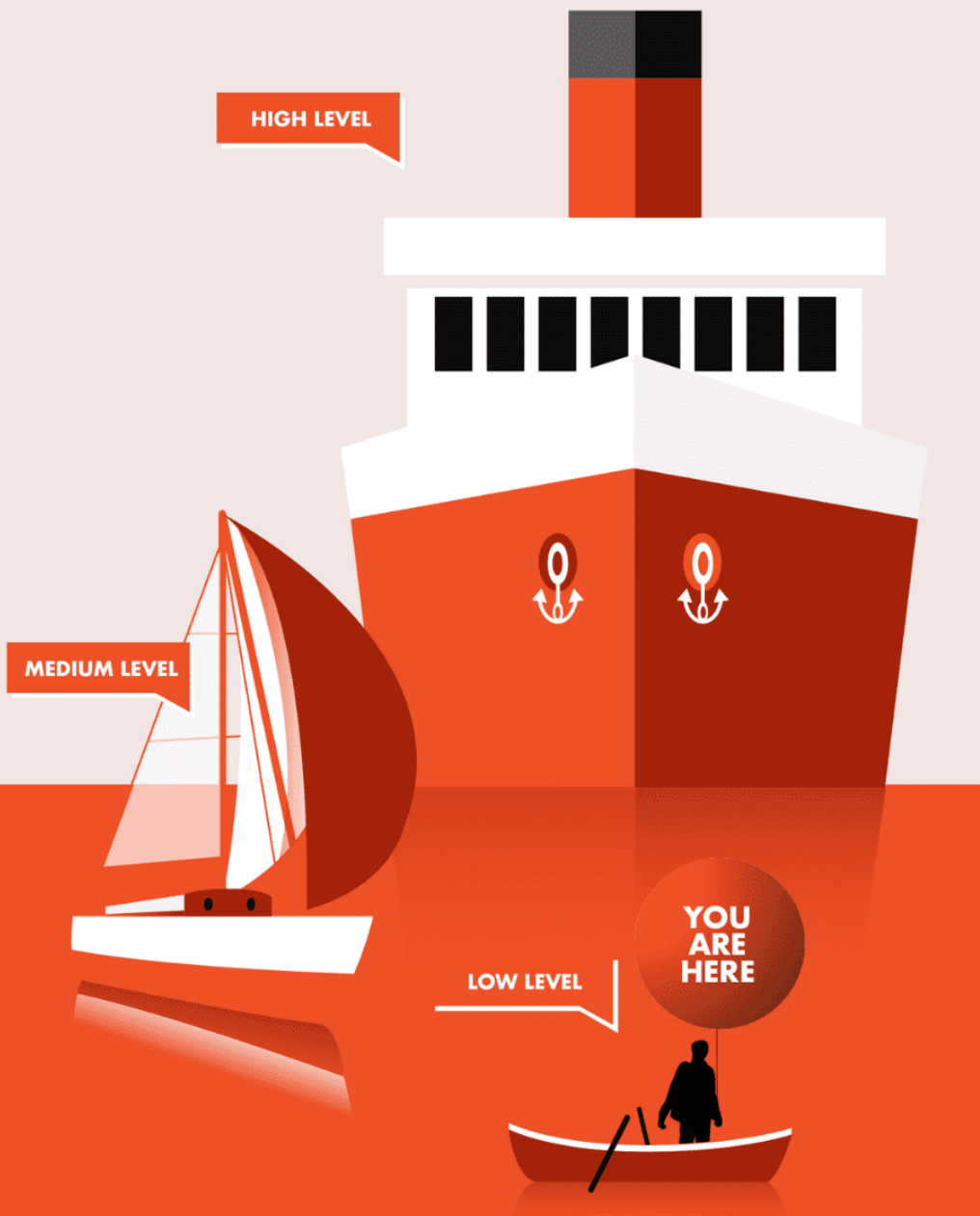
## ACHIEVEMENTS

You may demonstrate limited openness to digital transformation, with sporadic support for change management. You typically communicate about digital initiatives infrequently, leading to low employee involvement. Organisational culture often plays a negligible role in digital transformation efforts.

## ENHANCEMENTS

Consider initiating efforts to gain basic leadership support for digital initiatives, highlighting potential benefits. You might benefit from establishing basic channels for communicating digital initiatives, aiming for transparency and initial engagement.

## TACTICS

Start by involving employees in digital projects at a basic level, encouraging feedback and participation. Acknowledge the role of organisational culture in digital transformation success, beginning with basic awareness initiatives.

## CHAT TO US ABOUT

We can help you introduce digital HR tools that change communication and engagement. Let's explore how these technologies can improve transparency and gradually shift your culture towards digital readiness.

# HR DIGITAL INTEGRATION & EXCELLENCE

In our final section, we focus on integrating digital technologies into HR practices, especially regarding employee data management, analytics for workforce planning, and compliance. Insights into the effectiveness of these technologies in enhancing HR functions will help us assess the level of digital integration and excellence within your HR department.

HIGH LEVEL

MEDIUM LEVEL

YOU ARE HERE

LOW LEVEL

### ACHIEVEMENTS

You may manage employee data manually or with minimal digital integration. You typically use analytics tools sparingly, making workforce analytics ineffective for strategic decisions. Digital tools for talent management and compliance are often rudimentary or unused.

### ENHANCEMENTS

Consider initiating the use of digital technologies for key data access needs, setting the stage for broader adoption. You might benefit from exploring predictive analytics for basic talent management and planning purposes.

### TACTICS

Start using digital tools to support basic compliance with labour laws, focusing on key regulations. Begin incorporating digital technologies to improve the accuracy and confidentiality of employee data management

### CHAT TO US ABOUT

We can help you develop strategies to introduce basic digital tools for talent management and diversity initiatives. Let's discuss how to initiate the use of workforce analytics to inform strategic decisions and overcome current challenges.

## SCHEDULE A CALL

At Udder, we're committed to supporting your HR digital transformation journey every step of the way. From strategic planning to implementation and optimisation, our team of experts is here to help you navigate challenges, seize opportunities, and achieve your HR digital maturity goals.

Let's work together to shape the future of your HR function and drive unprecedented value for your organisation. Reach out to us to explore how we can support your unique journey towards HR digital excellence.

Grab some time to chat about your Digital Maturity and what it means for your organisation.

**We'll walk through your full report.**

**You'll leave with some actionable insights.**