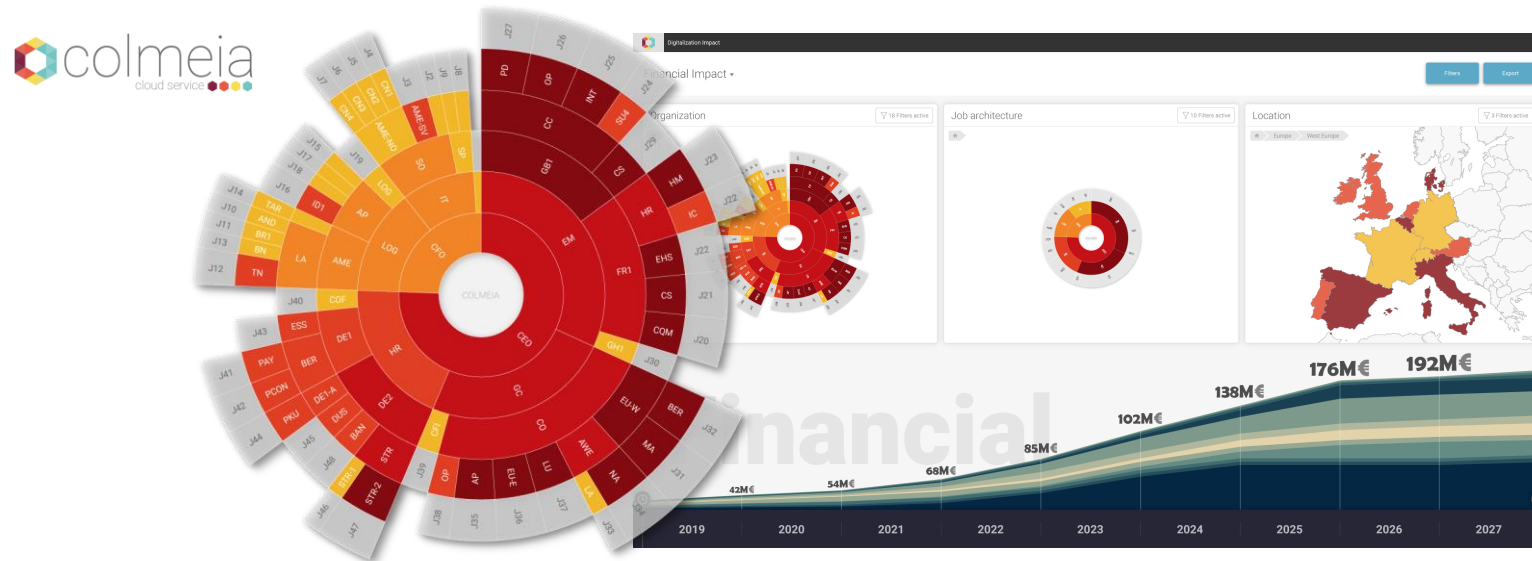


# Global Technology Impact (GTI)

Using Foresight to Manage the Impact of Technology on your Workforce



Global Technology Impact, or GTI, is a solution that helps large corporations manage their workforces by measuring the influence of new technologies and trends over time. GTI allows you to analyze the impact of technology on your global staff based on specific job architectures. Smart filters then enable you to view the implications for your organization, sites,

countries, job architectures, demographics, and individual positions. The GTI cockpit gives users a tool to create clear reports and graphs to visually illustrate the predicted effects and thus simplify the analysis of the resulting information. GTI boosts the development of targeted change initiatives and the creation of roadmaps for the future.

Supports your strategic workforce planning by predicting the impact of new technologies

Identifies the areas of your business that will be most affected by technology trends

Plan and continuously monitor your change initiatives from both HR and cost perspectives

**We drive people-business**

We are a boutique management consultancy specialized in HR IT advisory and implementation services. Headquartered in Munich and operating globally since 1998, we have additional locations in Frankfurt, Barcelona and Lisbon. We serve large, multi-national companies addressing:

- Business Talent Strategy
- HR Operating Model Transformation
- HR-IT Strategy and Execution
- Carve-outs, Mergers & Acquisitions

**Contact us to learn more:**

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# COLMEIA

# Global Technology Impact

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Manage the Technology Impact on your  
Workforce with Foresight

Andreas Letto

Download 2020-03

# Organizations are Struggling to Hold Up Competitive Positions as Frontrunners in Technology and Profitability

## Current Situation

- **Markets are in turmoil because of disruptive business models driven by new technologies**
- **Demographic effects, a shift of global focus regions and cost cutting programs are under way**
- **BASF Plans to Cut 6,000 Jobs as Demand for Chemicals Slows** (By Andrew Marc Noel – 27. June 2019, Bloomberg, 2019)
- **Schaeffler cuts 900 jobs as Electric Vehicle shift gathers pace:** Schaeffler's Automotive OEM division is to axe 900 jobs and "consolidate" five European plants as it reacts to the shift from internal combustion engine to electric and hybrid powerplants. (By Simone Warburton – 06 March 2019, Just Auto, 2019)
- **Siemens to Cut 2,700 Jobs at Energy Unit Due for Listing** (By Oliver Sachgau – 18. June 2019, abcNews, 2019)

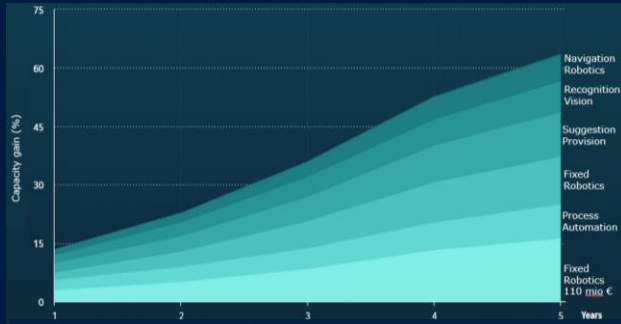
## Key Challenge

How to continuously forecast the effects of new technologies on the workforce and manage the transition?

## Change Drivers

- Disruptive Business Models
- Emerging Technologies
- Cost reduction pressure
- Demographic changes
- Digitalization
- Globalization
- Market volatility
- Need for increased Flexibility & Agility
- Decentralized view on impact of new technology
- Leverage of benefits driven by local motivation
- Impact analysis on staff at point of implementation

# GTI Identifies the Total Organizations' Opportunities for Digitalization and Provides a Structured Integrated Framework for Implementation



**ESTIMATE TOTAL IMPACT**  
of technology on workforce to  
determine efficiency potential



**BUILD HEAT MAP AND  
IDENTIFY FOCUS AREAS**  
to maximize benefits

**CONTINUOUSLY LEVERAGE  
TECHNOLOGY**  
through ongoing tracking of  
technology maturity

**DESIGN CHANGE INITIATIVES**  
precisely based on the organizations  
status and technology maturity

**DEFINE OPTIMAL  
ROAD MAP**  
to capture maximum  
value from change  
initiatives

**REALIZE VALUE**  
by ensuring knowledge transfer  
during road map execution



# This Approach Fundamentally Changes an Organizations' Approach to Digitalization and Creates Important Benefits for Key Stakeholders

## TODAY

- Decentralized view on impact of new technology
- Leverage of benefits driven by local motivation
- Impact analysis on staff at point of implementation



## TOMORROW (with Global Technology Impact)

- Holistic analysis of technology impact over time
- Coordinated implementation across the organization
- Early visibility of impact on cost and staffing

## For BUSINESS

- Foresee Technology Impact over time
- Ensure strategic advantage and anticipate business disruption
- Coordinate change initiatives with foresight
- Reduce risk of “back against the wall” situations

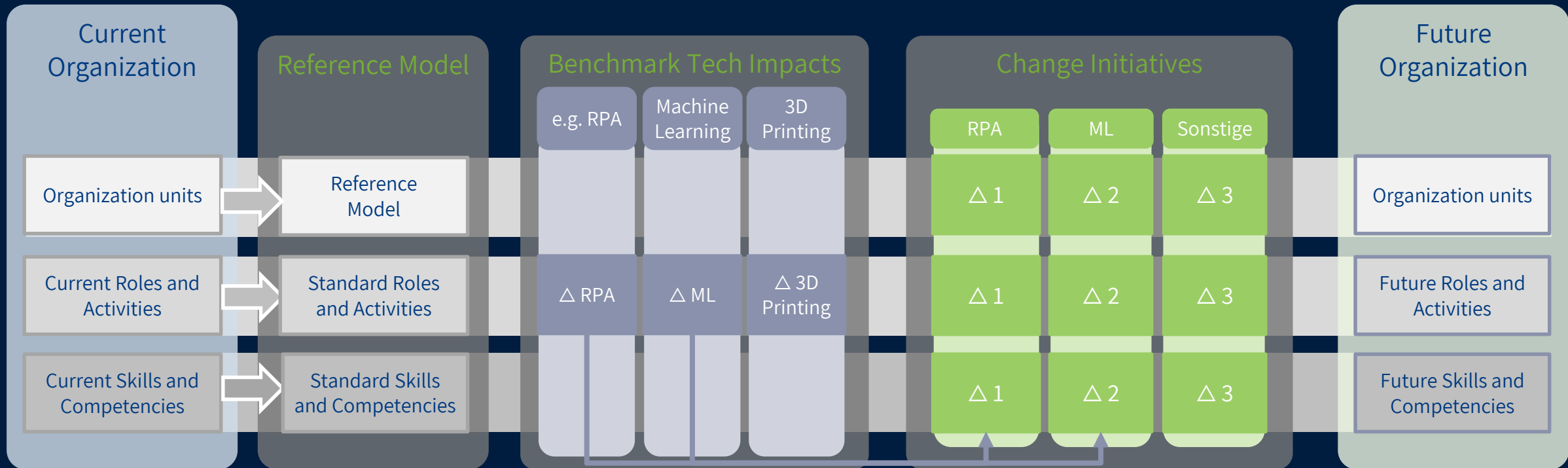
## For HR

- Foresee staff changes over time
- Define strategic HR measures based on solid evidence and economics
- Understand future conflicts and bottlenecks
- Reduce the social and employment cost of Technology Transformation
- Obtain precise activity information in the areas most impacted by technology

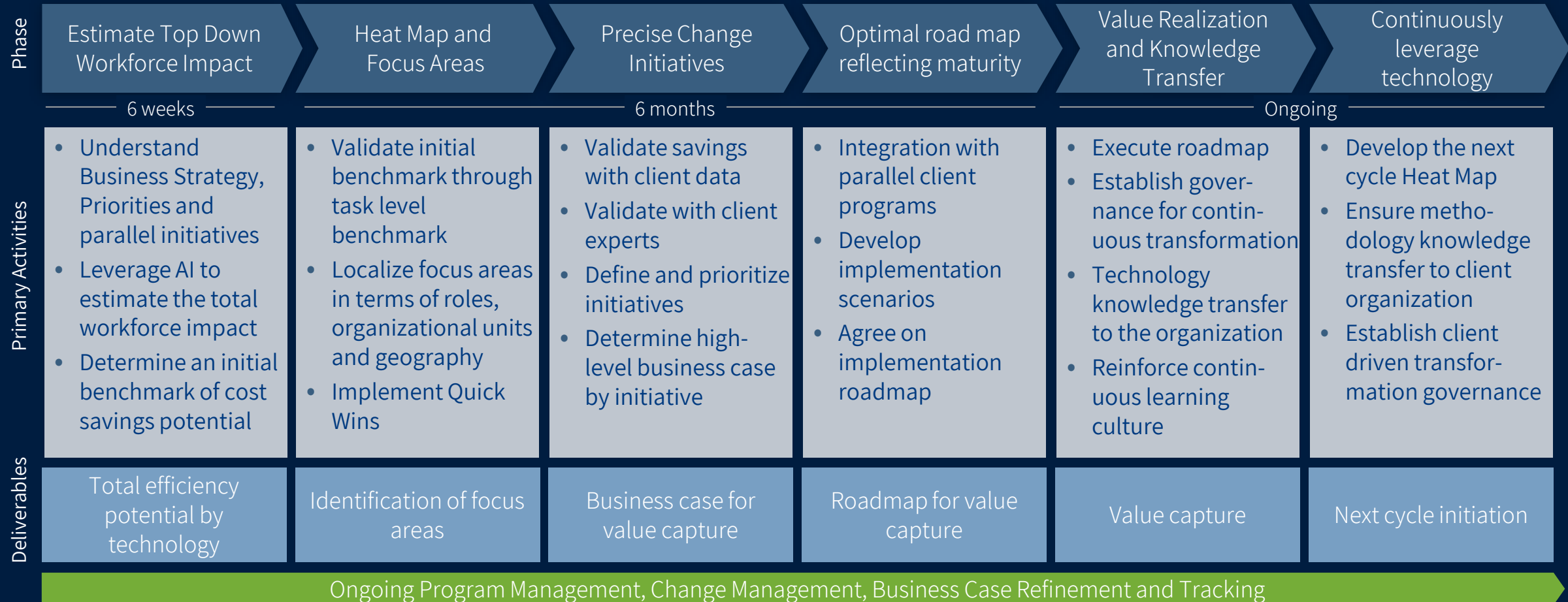
## For FINANCE

- Foresee investments and cost impact beyond the annual budget cycle
- Understand how to best ensure the achievement of cost reduction objectives
- Adequately prioritize strategic initiatives

# Leveraging AI, We Benchmark the Organizations' Activities against a Reference Model to Support the Definition of Change Initiatives

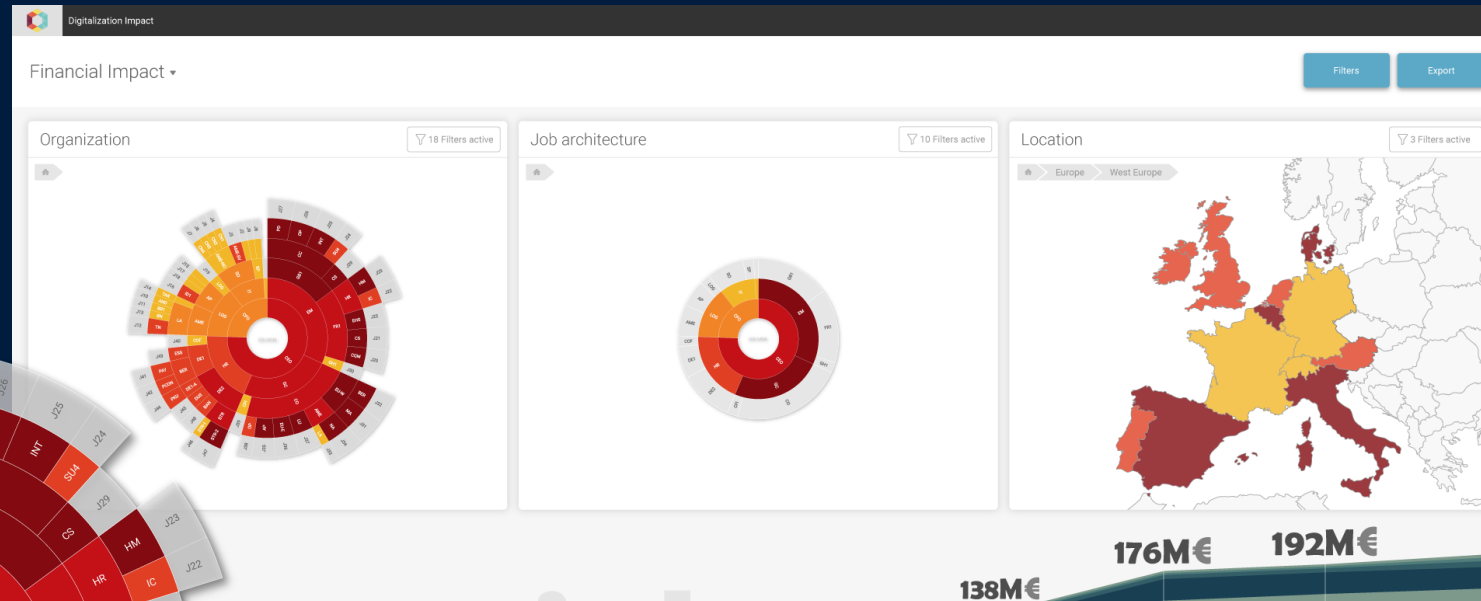
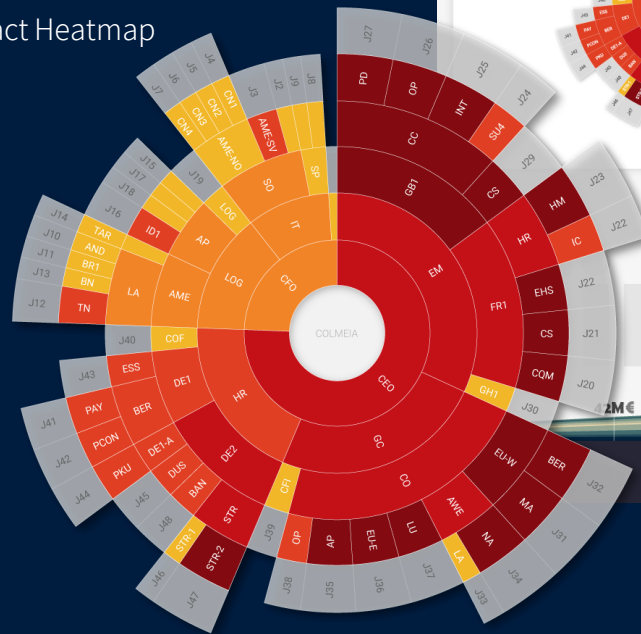


# Our Methodology Ensures Focus on Specific Client Areas with High Potential, and Supports the Development of Skills and Competencies

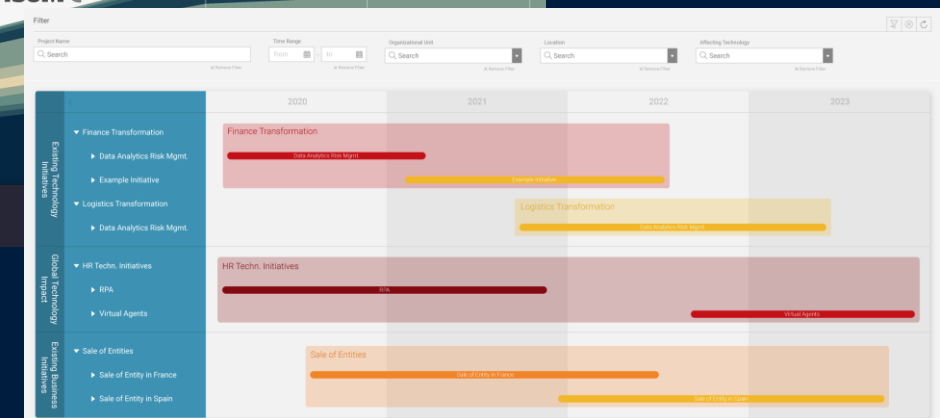


# COLMEIA Enables Detailed Analysis across the Organization and Facilitates Collaboration while Maintaining a Single Source of Truth

Impact Heatmap



Change Initiative Management





# Your Contact



**Andreas Letto**

Managing Partner

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+49 151 57923305

**We drive people-business**

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Founded in  
**1998**



Large multinational  
clients

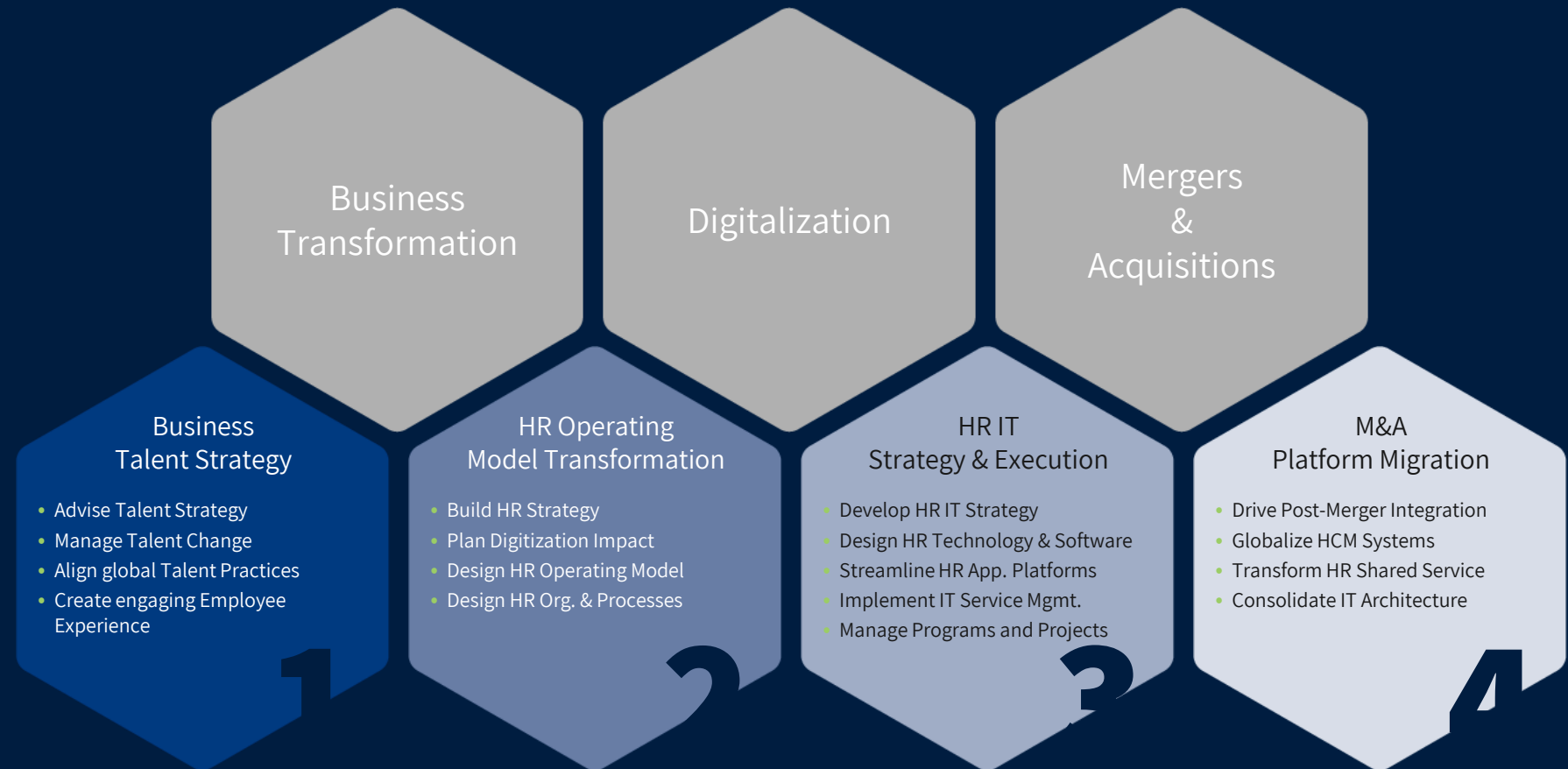


Long term  
**relationships** with  
highly **satisfied**  
**customers**



Motivated team  
with personally  
**involved owners**

## Your Challenges ...



... our Expertise