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Comment mettre le **digital** et les **Flexible Benefits** au service de **l'expérience employé** ?

HR Lab 2017 – 2 novembre 2017 - Genève

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AGENDA

1 - Le digital et les RH

2 - Les Flexible Benefits

3 - Mini Workshops

4 - Conclusions

Le **digital** et les **RH**

Le digital et les RH

Les nouvelles technologies digitales

- Réseaux sociaux
- Big data / AI
- Analyse sémantique
- Business Intelligence
- Cloud Software
- Blockchain / smart contracts
- VR / AR

- Process RH automatisés
- Décisions rationalisées
- Réduction OPEX
- Amélioration productivité
- Monitoring
- Reporting et évaluations facilitées

Le digital et les RH

Où en sommes-nous en 2017 ?

Opportunités

- RH deviennent partie prenante de la stratégie d'entreprise
- Amélioration du service apporté par les RH
- - de tâches administratives
- + de temps pour des tâches à haute VA
- Rester «dans le coup»
- **Améliorer l'expérience employé**…

Freins

- Refonte nécessaire du mode de fonctionnement des RH
- Transformation du métier
- Culture & Organisation
- Peur du changement
- Retard technologiques

Le digital et l'expérience employé

Où en sommes-nous en 2017 ?

L'expérience employé:

- analogie avec **l'expérience client**
- l'ensemble des **émotions et sentiments** ressentis par un employé dans le cadre de sa relation avec son entreprise
- **l'ensemble des interactions (points de contacts) qu'un collaborateur peut avoir avec son employeur.**

Qu’est-ce que les **Flexibles Benefits** ?

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Qu'est-ce que les Benefits ?

Définition

COMPENSATION	BENEFITS	
	Social Benefits	**Other Benefits**
Fixed Income Variable Income Various bonus Special Awards	Social Security Holiday Pension fund Insurances	Deals & Perks Additional Holiday Work life balance Flexible working hours Training **Fringe Benefits**

Fringe Benefits

INVOLONTAIRES
- LPP Surobl.
- Voiture
- Abo CFF
- Subv. Repas

VOLONTAIRES
- Discounts
- Garderie
- Fitness

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Benefits: Evolution Traditionnelle

Multiplication pour répondre aux besoins

BAIN & COMPANY CAREERS

"Bain World Cup" : tournoi de football pour tous les employés du groupe. 2016: Bruxelles. 2017: Los Angeles.

Spotify

6 mois de congé parental payé, plus 1 mois de d'arrangements flexibles au retour. Prise en charge des coûts de fécondation artificielle et de congélation d'ovules/spermatozoïdes

Goldman Sachs

A rajouté l'inversion chirurgicale du sexe dans sa couverture santé

En plus des vacances, fermeture complète de l'entreprise 1 semaine en Décembre et en été

Adobe

"Panda Fridays" : chaque 2 semaines, libération de travailler le vendredi pour un projet caritatif

WWF

Rembourse 100% des frais d'étude pour un programme Bachelor en ligne à Arizona State University

STARBUCKS COFFEE

Google

Paie au partenaire survivant 50% du dernier salaire pendant 10 ans

salesforce

Les employés reçoivent 6 jours de congés par an pour des projets d'intérêts généraux. Si les 6 sont utilisés, l'entreprise verse USD 1'000.- à l'organisme de bienfaisance désigné par l'employé

Deloitte.

Offre 2 programmes sabbatiques : 1 mois sans justification (et sans salaire) et 3 à 6 mois pour un projet de développement personnel payé à 40%

Scripps

Offre une assurance santé pour les chats et chiens des employés

Genentech
A Member of the Roche Group

Offre toutes sortes de commodités sur site : garderie, médecin, dentiste, coiffeur, spa, sports, etc...

Qu'est-ce que les Flexible Benefits ?

Définition

Les plans de Flexible Benefits permettent à l'employé, sur la base d'une enveloppe qui lui est octroyée, de **choisir** les avantages qu'il désire en fonction de ses **besoins ou souhaits**, parmi un **ensemble** proposés par l'employeur.

One size fits all

vs.

One size fits one !

Benefits: Trend no 2

Offrir la flexibilité

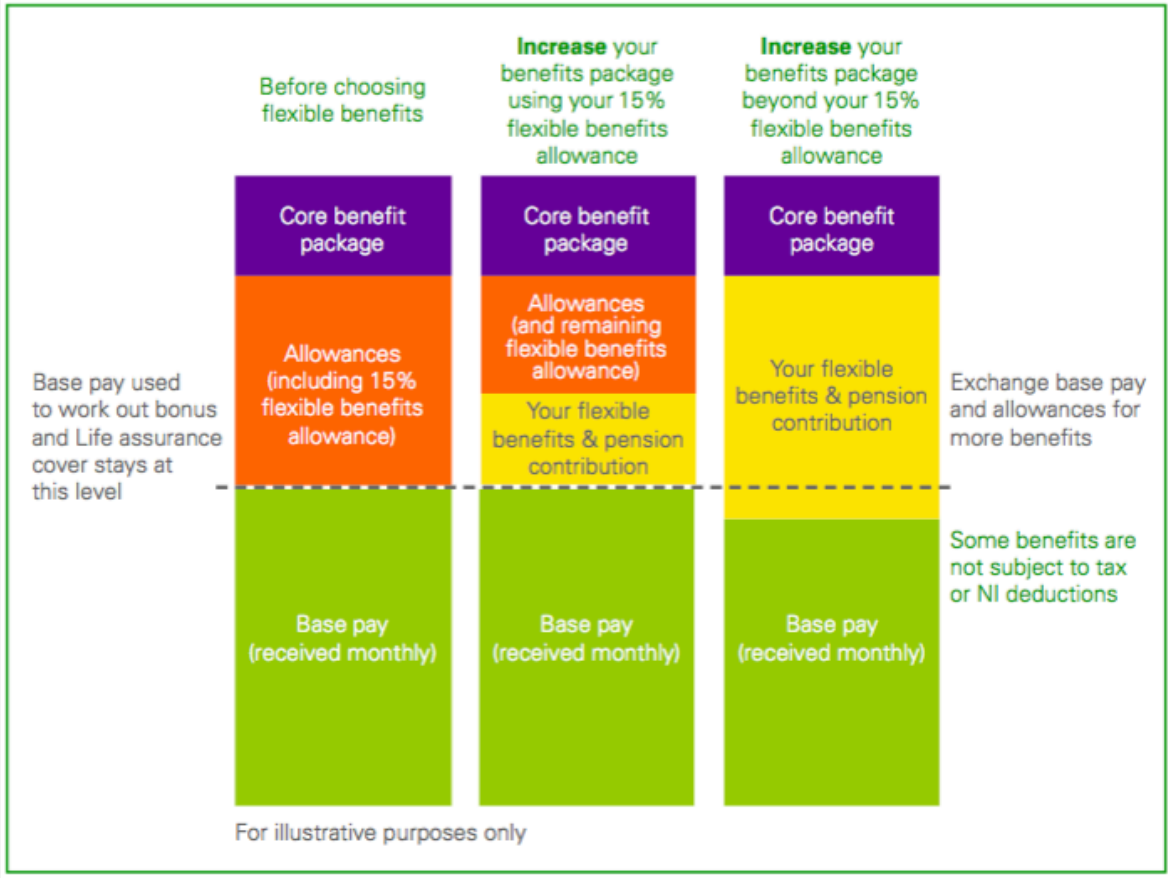
Age 20 25 30 35 40 45 50 55 60

- Cash
- Annual leave
- Car
- Career/training

- Life/medical
- House
- Career progression
- Work-life balance
- School funding

- Medical
- Work-life balance
- University funding
- Retirement planning

Un Exemple Concret



Un Exemple Concret

1 Core benefits

- Flexible benefits allowance.
- Income protection.
- Life assurance.
- Health assessment.
- Private medical insurance.
- Wellness checkpoint.

2 Flexible benefits

- Retirement.
- Life assurance (for your spouse/partner).
- Critical illness insurance.
- Dental insurance.
- Personal accident insurance.
- Holiday flex.
- Childcare vouchers.
- Cycle to work.
- Personal travel insurance.

3 Voluntary benefits

- Employee assistance programme (EAP).
- Employee charitable giving and company matching programmes – you give and we match.
- Employee car plan.
- Discounted reloadable gift cards.
- Discounts on products and services, including:
  - BP regular or ultimate petrol and diesel.
  - Ford car purchase discount.
  - Ford and Volvo car lease scheme.
  - Electronics, clothes, shoes and jewellery.
  - Books, entertainment, sports and fitness.
  - Food, drink and eating out.
  - Insurance cover such as home, motor and breakdown cover.

Your benefits package is made up of 3 elements:

1 Core benefits	2 Flexible benefits	3 Voluntary benefits
We pay for these benefits and you get them automatically from the day you join. You also get a flexible benefits allowance of the same value as 15% of your base pay.	Use your flexible benefits allowance and base pay to take advantage of these benefits.	Enjoy discounts on a wide range of goods and services all year round.

Un Exemple Concret

Retirement and savings

Retirement NI T*

- You can change the percentage of base pay that will be paid into the DC2010 Plan (from 0% to 100% of your base pay).
- You can choose where to invest the contributions, from a range of investment funds. You can make your choice through **your benefits, your way** when you first join the plan and afterwards through Aegon at

Life assurance (for your spouse/partner) NI

- Pays a lump sum if your spouse or partner dies.
- To begin with, you can choose from a range of cover levels from £25,000 to £250,000. So long as your spouse or partner can satisfy a short online questionnaire, they won't have to show extra evidence of their health.

Critical illness insurance NI

- Pays a tax-free lump sum of up to £250,000 if you're diagnosed with a specified serious illness or permanent disability, including cancer.

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Un Exemple Concret

Insurance and protection

Personal accident insurance NI

- Pays a lump sum if you are in an accident that causes certain injuries (for example broken bones), disabilities or death.
- You can choose cover for yourself in steps of £25,000 up to £500,000 at most.

Life assurance C NI T

- Pays a lump sum in the event of your death.
- The core level of cover is 4 times your base pay.
- To begin with, you can choose cover of up to 14 times your base pay. So long as your cover is under £1.8 million, you won't have to show evidence of your health. Any cover over £1.8 million will need further underwriting.

Income protection C NI T

- Pays a regular income if you are absent from work due to illness or injury for at least 26 weeks.
- It will pay 50% of base pay for up to 5 years, or earlier if:

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Un Exemple Concret

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Work-life

Childcare vouchers NI T
- A tax-efficient way to pay for childcare.

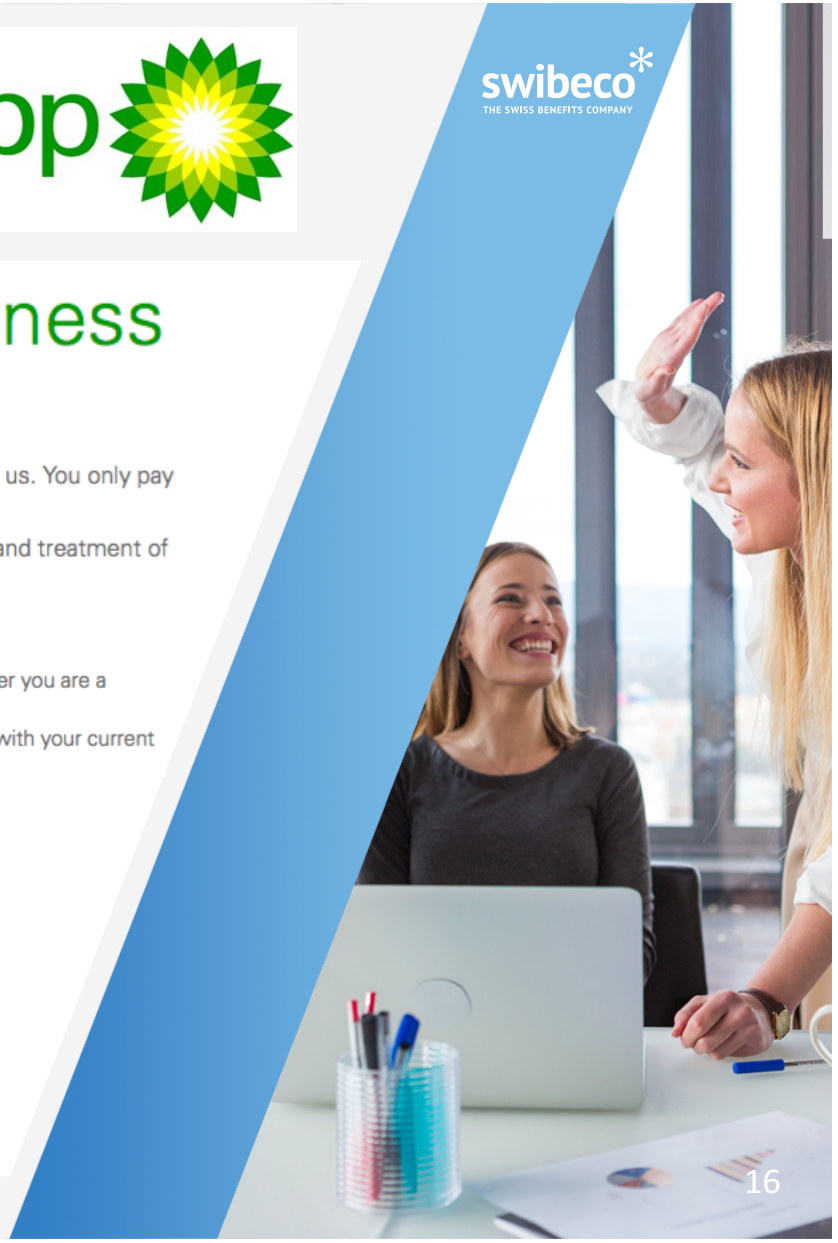
Holiday flex NI T
- You can increase the total holiday you can take in a holiday year by 1 or 2 days (the 'holiday year' runs from 1 January to 31 December).

Cycle to work NI T
- A tax-efficient way to hire a bike for 12 months through a Government scheme.
- Provided by Cyclescheme.

Health and wellness

Private medical insurance C NI
- Personal private healthcare paid for by us. You only pay an income tax charge*.
- Provides fast access to the diagnosis and treatment of an illness.

Dental insurance NI
- This insurance helps cover the cost of dental treatment, whether you are a private or NHS patient.
- Covers you for pre-existing dental conditions and you can stay with your current dentist.



Un Exemple Concret

Voluntary benefits

Discounts and savings

- Visit *bp.com/voluntarybenefits* for savings on a variety of everyday purchases.

Employee car plan

- Our Employee car plan, provided by Zenith, offers you exclusive discounts when you buy from leading car manufacturers.

Charitable giving

- The BP Foundation supports worldwide humanitarian aid, as well as activities in the community.
- We value your energy, enthusiasm and time working with schools, charitable organisations and community groups, and want to reward these efforts.
- We will match your time, effort and gifts to your favourite UK charity to the value of $5,000 a year.