

Re-imagining HR

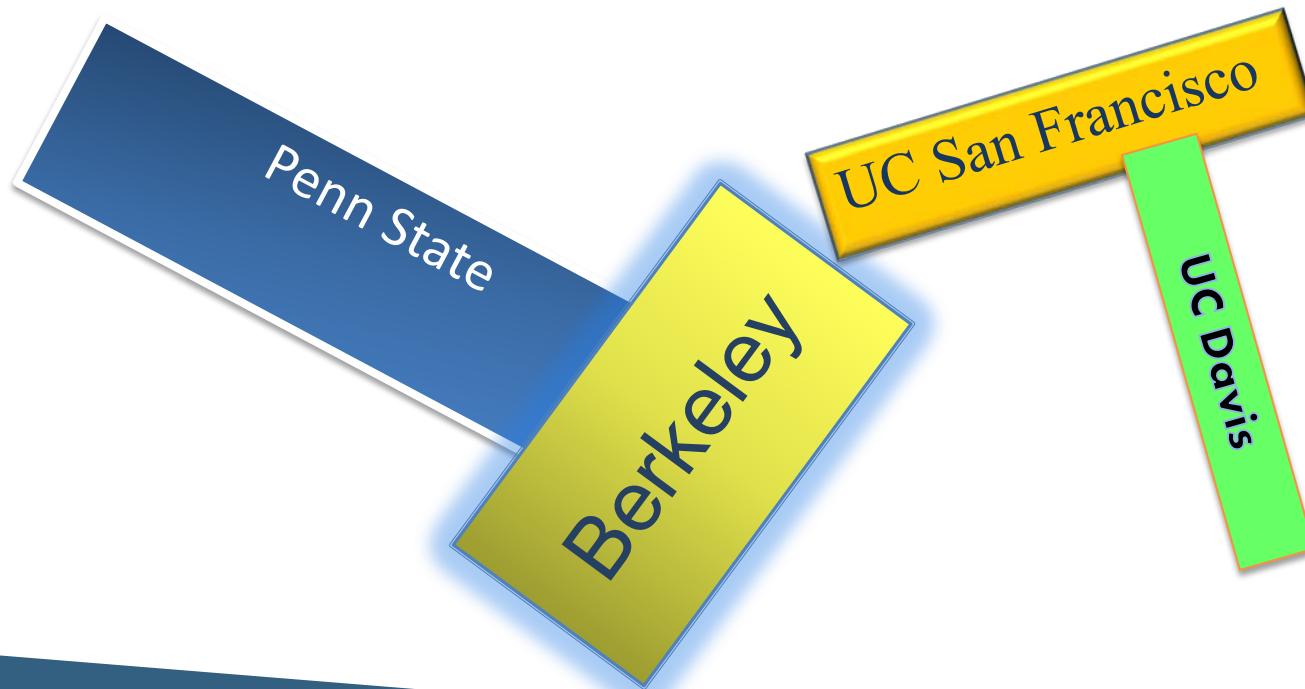
Prepared for AFLG

Monday, October 7, 2013

Berkeley HR



Disrupting the HR status quo at research universities



Berkeley HR

7 changes in the last 7 years

1. Talent availability shifted
2. Pace quickened
3. New need to brand and market Berkeley
4. Aligned jobs with the market
5. \$ 250 to \$ 10K performance based bonuses
6. Less than \$1M per year to \$ 5M invested in strategic development of staff
7. “Spans” became part of our lexicon

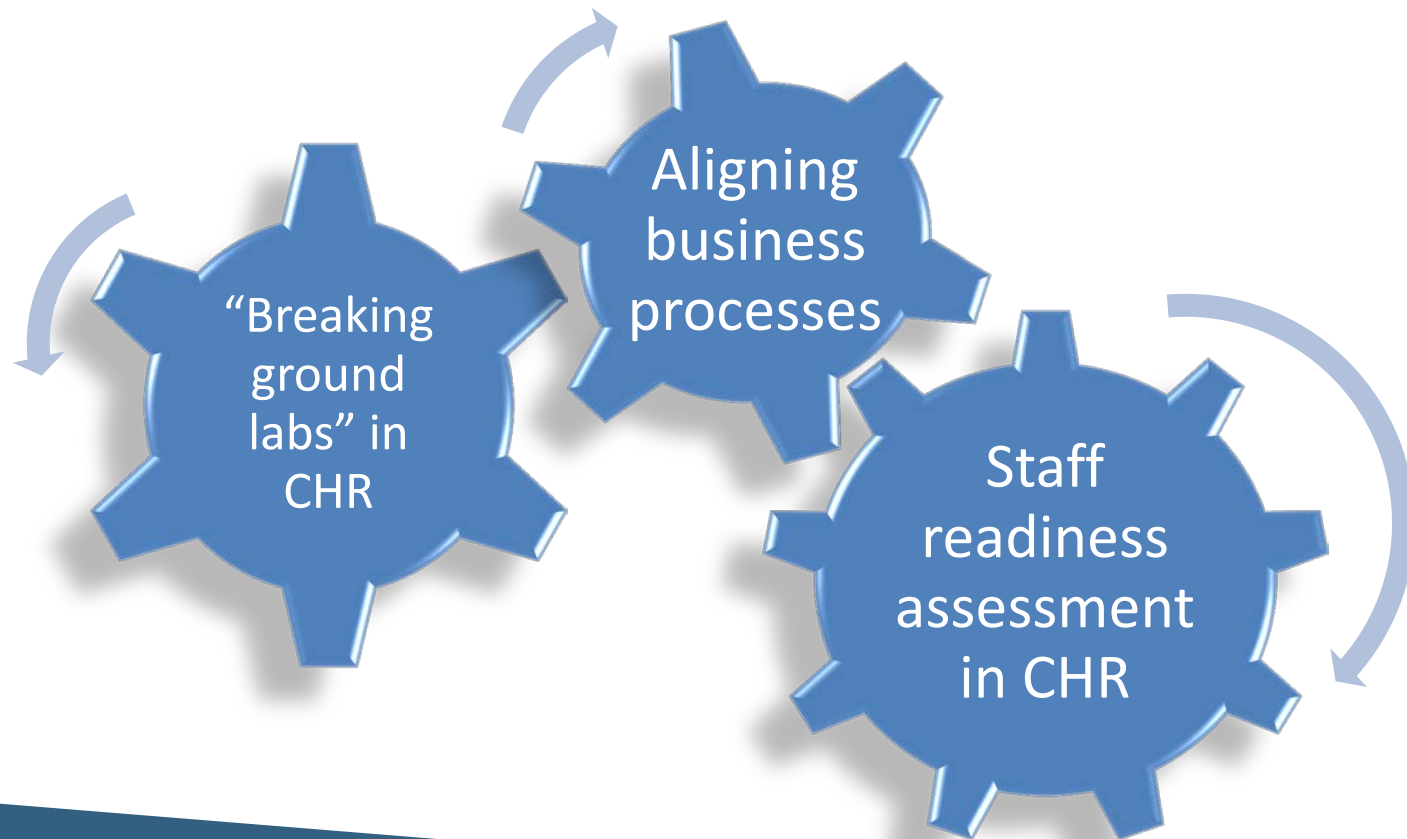
HR in the future...

- Fast paced transactional services
- Market and brand Berkeley in a competitive marketplace
- Proactive and aggressive advisory services
- HR and budget people talking each other's language
- Non-rep staff compensation strategy
- Individual and organizational development → pipelines
- Metrics and workforce data

What did we do in fy 2013?



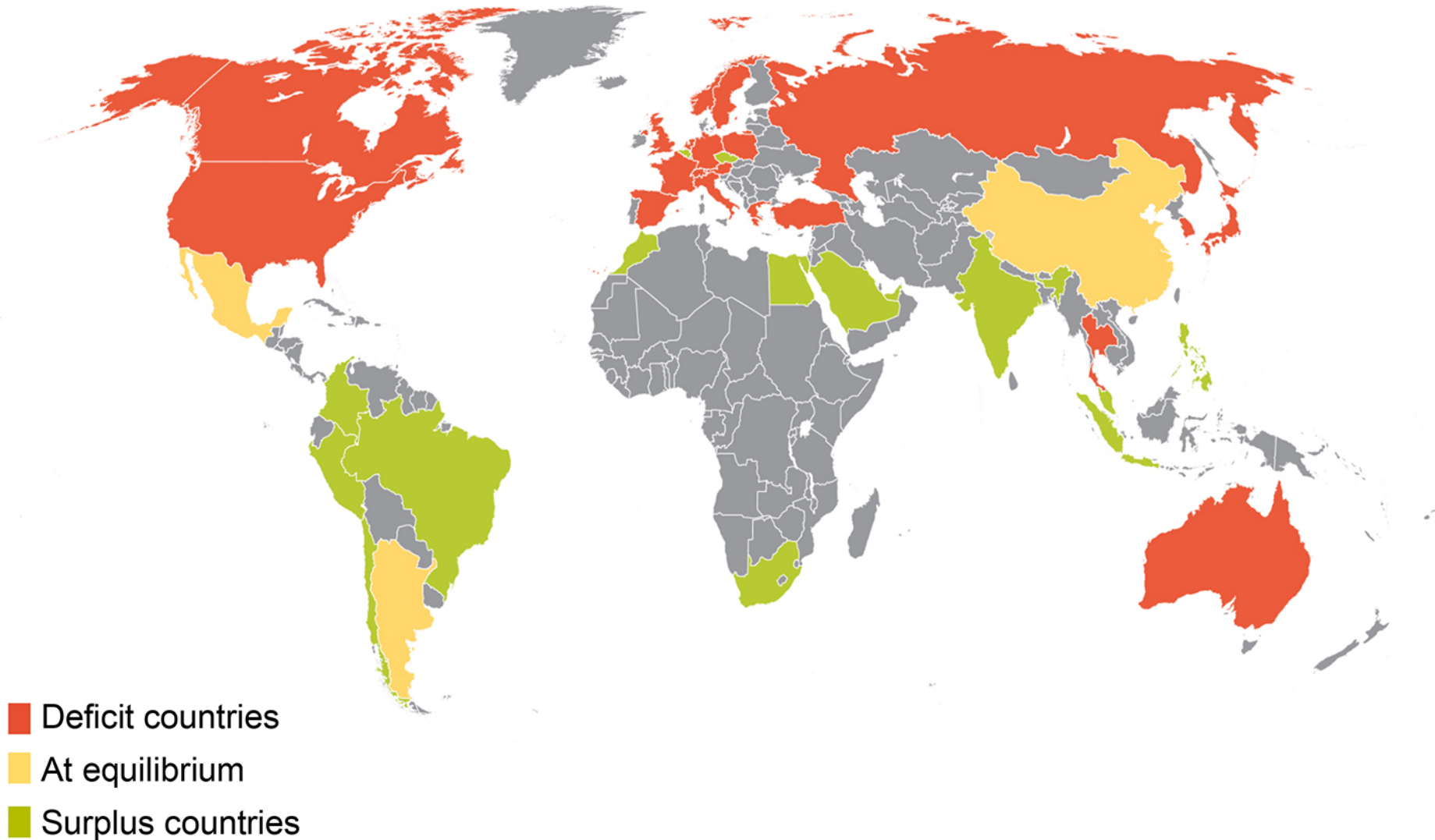
What are we doing in fy 2014?



How will YOU experience the change this year?

- Faster resolution of problem situations
- Improved candidate sourcing
- Development programs for managers
- Expanded performance based bonus program
- Changes in basic business processes
- Improvement in reaching people in CHR
- More help with labor activity

The future talent friction points



Questions or comments?