



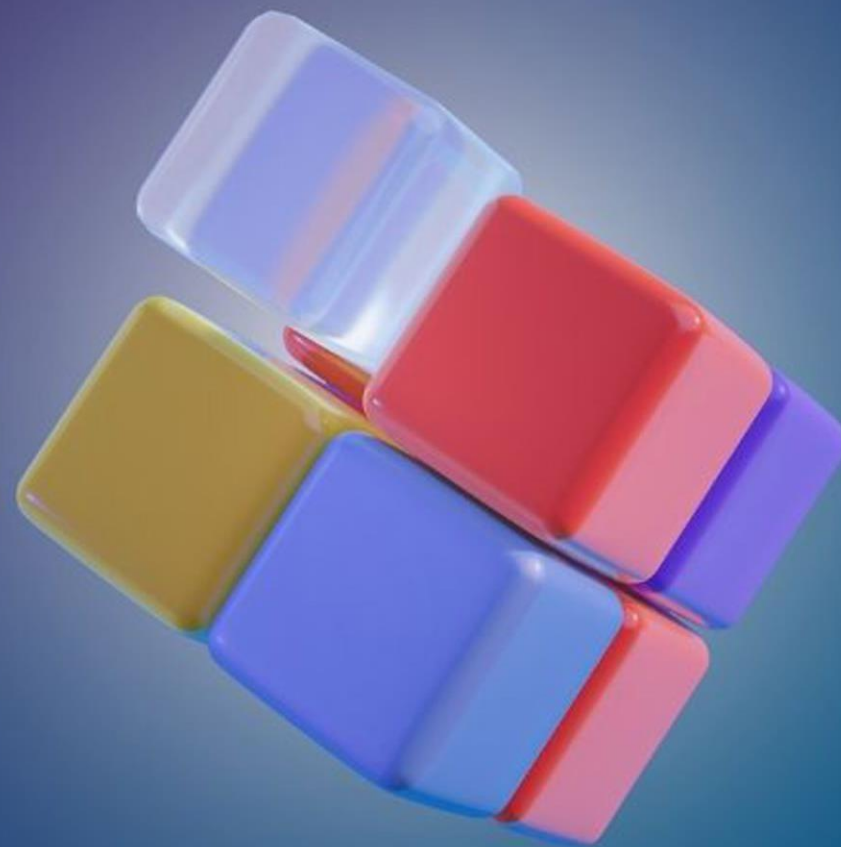
# UHR Conference 2025

Online 13 - 15 May

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# Building a Talent-Driven University: Intelligent People, Empowered Teams

Transforming higher education through strategic people management and AI-powered solutions.



# The Evolving University Workforce



## Changing employee expectations

Flexibility, purpose and growth opportunities prioritised.



## Pressure to do more with less

Budget constraints amid expanding responsibilities.

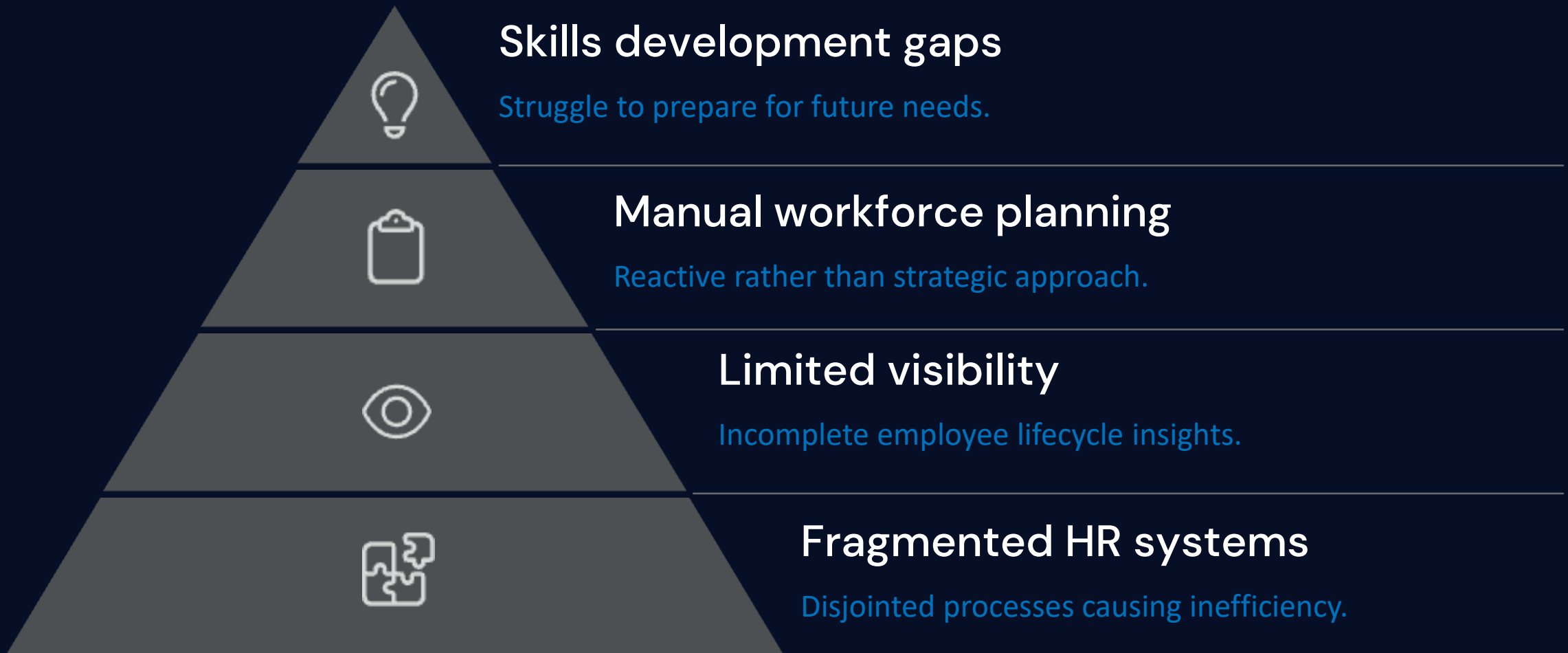


## Increasing competition for talent

Top academics and professionals in high demand.



# Today's Challenges for HR in Higher Education





# Vision for a Talent-Driven University

1

## Skills-focused

Beyond traditional roles and titles.

2

## Continuous learning

Clear development pathways pathways for growth.

3

## Data-informed planning

Strategic workforce decisions. decisions.

4

## Personalised experiences

Engaging employee journeys. journeys.

# The Power of a Skills-Based Approach

## Skills inventory

Map current and future capabilities.



## Personalised development

Tailored growth opportunities.



## Workforce agility

Strategic succession planning.



## Internal mobility

Enhanced retention through pathways.



# Preparing for Success: The Foundations



## Data Readiness

Clean, consistent, skills-rich data.



## System Consolidation

Eliminate silos across HR functions.



## Cohesive Employee Journey

Seamless experiences from hire to retire.





# Enabling the Future with AI

## Predictive analytics

Forecast attrition risks and identify emerging skills gaps.

## Personalised learning

AI-recommended development paths based on individual profiles.

## Unbiased decisions

Support fair recruiting and promotions through objective insights.

## Enrichment of Content and Data

HR Processes have improved content e.g Job Descriptions, Learning Content

## Actionable leadership insights

Data-driven strategic workforce planning recommendations.



# Realising the Vision

## Modern unified platform

Single source of truth for all HR  
HR data.

## Full lifecycle support

Comprehensive employee journey  
journey management.



## Core HR + Talent

Seamless integration across  
functions.

## Built-in AI capabilities

Intelligence embedded throughout.

# Use Cases

How AI is being used in SAP solutions for HR

Transform talent development and employee experience with personalised recommendations, predictions, and deep insights

Examples include: Talent intelligence hub, Job Analyzer, Career Explorer

## Deep Learning



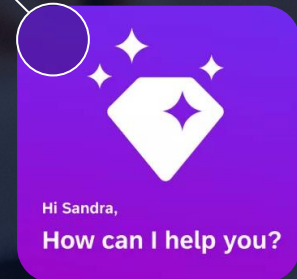
## Generative

Accelerate processes & tasks by quickly generating or summarising text across the SuccessFactors HXM suite

Examples include: AI-powered writing assistant, Interview question generation

## Joule

Deliver a better employee experience while lowering personnel costs with a natural language processing AI copilot





# The Future of HR in Higher Education

## Holistic employee experience

Seamless journeys from recruitment  
through retirement.



## Strategic People Teams

HR as valued institutional enablers.



## Future-ready workforce

Resilient, adaptable talent pool.





# Empower Your People. Shape Your Future.

1

## Invest in People Team

Enable strategic HR transformation.

2

## Build the foundation

Implement integrated intelligent systems.

3

## Start today

Begin your talent-driven journey.



# Questions?



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**HR Transformation and the  
role of AI in Higher Education**

**Thursday 19<sup>th</sup> June 12.00pm**

**Enrol using the link below:**





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