

## CORPORATE MANAGEMENT BOARD

### The new HR Strategy – Main Pillars and Consultation Road Map

#### The Case for Change

- The ambitious objectives of the Commission, in a fast-moving global context. Citizens and stakeholder expectations of faster and more effective delivery on political commitments.
- The need for a modern, diverse and flexible Commission with a skilled and dedicated workforce, with the right conditions to thrive and deliver on EU priorities.
- The changing world of work - the pace of technological change, demographic and generational issues, new ways of working, customer and staff expectations.
- The disruptive effect of COVID-19 provides a unique opportunity to re-set the organisation.

#### Main Pillars of the Strategy

**Talent:** attracting, developing, and retaining staff from across all Member States; building a strong Commission Brand; faster, simpler and more modern recruitment processes; simpler, fairer and more attractive career structures, for all grades of staff, at all locations; making the best use of current staff; encouraging and managing mobility; more effective measurement of performance; building capability to ensure a “future proof” organisation; reviewing learning strategy.

**Diversity and Inclusion:** creating a truly diverse and inclusive organisation that adds value and reflects EU society; ensuring equality across the organisation; addressing cognitive diversity; ensuring that staff can be themselves at work, and can thrive in the organisation; acting as a role model for Member States.

**Leadership and Management:** inspiring, empowering, innovative, and entrepreneurial leadership at all levels, based on trust; ensuring staff feel listened to and valued; managing performance and change; developing staff capability, including technology skills; equipping leaders and managers with the skills to effectively use technology.

**Workplace and Wellbeing:** Creating the Workplace of the Future; ensuring the safety, wellbeing, and health of our staff, both physical and mental; getting the right balance between buildings, behaviour, and technology in the post-crisis world; “Greening the Commission”.

**Technology:** HR Digital Transformation; making the most of technology as a support in improving the daily experience of managers and staff, and to better serve our customers; remote working; using AI technology to free up staff time to review processes and for increased personal contact with staff and customers.

**Organisation and Culture:** Developing the organisation through our people; creating effective structures and appropriate resource allocations; promoting a collaborative and agile organisation; developing a culture that aligns with our strategy and helps supports its implementation; transparent internal communication; ethics and integrity issues.