OUR VISION

The power of partnership

CBA Consult Partnership
Ready. Connect and Grow... well its brief and a catch phrase but will want to keep this the only one. This search for value in opportunities. The research and a well defined formulated approach with a vision on achieving strategic partnerships. Solutions and added value to the end user. A Journey which is hard work and not need to be underestimated. By partnering in business solutions understanding of future development and a sense of direction. A clear indications of advancements willing to achieve over time. The real value comes back in understanding knowing and learning what the importants for each solutions is. The requirement and impact it has when remain undefined. For today a well coordinated and executed program or solutions which has no interuption to end users. Allowing for a regular day to day uninterruptd productive workforce.

It is a challenge sometimes but it makes something very clear in a perfect partnership. Huge investment allow governance and process optimisation and best practices. All which prefer to remain unnoticed to end users. High impact on scale of improvements and newly created definitions of standards which where previously unforeseen. Often not a fire fighting and quick fix approach to business services. No... we need to fully understand the requirements and have overlap in our common goals to see understand and experience the implications end to end. Work which is challenging and demands allot from each business partner. The value of similar vision, mission and the core vaues. Ethics which in codes of conduct but because they are so well formulated drive and motivate both in the partnership journey.

This to reach unimaginable performance. Partnerships because of core values are shared values, the alligment of each mission clear vision and common objectives. We are looking for value to our proposition and to help customers with better services, products, support and overal end user experience. Having a well formulated approach will make the investmenrs and efforts for the partnership interesting and rewarding for our clients. Changing and emerging technology readiness to have best practices, products and offerings developed and be able to support when time is there to go to market. To the challenges our customers will be facing and solutions for which requirement still need to be invented. A partnership we are enabling collaboration and measurable solutions that address the unique customer challenges.

Leadership Thoughts and views on importants of partnering

How to grow and thrive through successful partnership

Coming together is a beginning; keeping together is progress; working together is the success. - Henry Ford
Understand the value
Assess Business
Successful Partners
Success to Build On

Learn how to develop successful partnerships with opportunities to develop successful partnerships to drive efficiency, revenue, and profits. The strategy or also called in motion as also as Partner to Partner business engagements.
The Human Capital Management Systems are allowing for increasing functionality efficiency and leveraging some of the most new technologies available. HR initiatives to leverage these opportunities can require appropriate guidance and project support. A clear approach to ensure the desired outcome is achieved.

The HR department and the operational activities in the Human Capital Management support is one which requires a certain level of continuity for the company to operate efficiently. When demand by changes in available workforce is required provide hands on support to ensure critical processes within HR, Payroll and Benefits are maintained.

Assessment on the current Human Resource departments business offerings. Review the current HR Maturity Model and align the business demands and expected desired level of HR Partnership to the business. Propose roadmap to build a HR function to the desired levels.

Insights in Market Developments, best practices, and tools from combined efforts, thoughts from leaders and others who made the Partnerships truly add value for their customers. Business Cases describing and offering guidance, a strategic approach and lessons learned for new solutions when a Partnership is a success:
- Understand the value of partnership and why to invest
- Assess your business gaps, and get to them to see better offerings and different approaches
- Forge successful profitable and sustainable partnerships
- Build on industry best practices from the experts

Partner success is our goal. We are committed to help business to accelerate now in a digital transformation educating themselves and at a fast learning curve to customers, and growing to engage with a deeper understanding how solutions for clients are improved.

CBA Consult is just getting started with a wealth of ideas and has a basic understanding why partnering is so important. The knowledge in accelerating business through partnerships is more advanced, a formula for success described on the following 5 steps and a beginning for the Partnership.

Where growing at an accelerated phase a journey for the business CBA and changing markets within Human Capital where the technology as an enabler for new possible compensation and data driven benefits schemes.
PREPARE & ASSESS
Assess readiness, discover and refine value proposition, identify solution gaps, and make a plan for connecting by partnering with the strategy and identifying objectives for a successful engagement.

PLAN
Identifying gaps and planning to overcome and see new opportunities. Any gaps in business, sales, geographical to come back to the value chain: People, Process and Technology and plan for perfect partnership.

IDENTIFY & CONNECT
From the value chain taking a broad look to the best chances for a fruitful area of partnership. The key areas to consider: Business Models, Resources, Technology and identify gaps connect on solutions.

ENGAGE
Prepare based on the assessments and planning for a proposition leveraging the partnership. Prepare for the go to market partnering plan. Market opportunity, goals and target customers, sales scenarios.

MANAGE AND GROW
Take the planning and time for the “Ready” step make it real. Build on a list of potential partnership engagements go to the playing field and truly make perfect match and strategy bring the clients to greater success.
INCREASE GLOBAL PRESENCE AND GEOGRAPHICAL BOUNDARIES

NORTH AMERICA
Large workforce in information and technology industries. Transformations

EUROPE MIDDLE EAST AFRICA
Driven by GDPR still a huge gap between potential efficiency and current outcome

SOUTH EAST ASIA
Large investments made in educational platforms. Increase qualified staff

GLOBAL TRENDS
Compliance and Security efforts together with Data Driven Organizations

A ROADMAP FOR DEVELOPING SUCCESSFUL PARTNERSHIPS

In a perfect world a partner you undertake and engage with add value from the start. Truth is there are value propositions to make and value to be generated. Laying the groundwork for success is however also identifying where readiness is achieved and which steps are still to be future developed. Preparations to undergo in order to achieve partnership that is powerful, meaningful and sustainable. Especially now when companies need to identify where technology and all the capabilities benefits their products service offerings most. Having well developed clear formulated understanding to the value proposed, and have sufficient business models and strategies available to compare and find the best Partnership within the propositions. Better Products, Services and Processes in place by the right solutions.
Competition for talent continues to increase skills in the markets are low or challenging to meet customer demand. Evolving technology and employees searching for places to work and utilize these opportunities. Recruitment, Hiring Plan, Attract and Retain a journey which requires your best efforts to the best tools available and see potential being nurtured to greater performance engaged and future workforce.

**ASSESSMENTS COMPANY READINESS - TRANSFORMATION ENGAGEMENTS**

- **23%** Small nr alligned to talent
  
  A small number of companies have transformed the employee experience and seem to capitalize on data driven.

- **77%** IT Infrastructure aligned
  
  Majority of companies still not efficiently process orientated to have HCM system digitalized. Huge Growth

**RECRUITMENT TOP CANDIDATE LEAD SOURCES AND SKILLED LABOR**

- **63%** Empl or partnership
  
  Referrals from others is one of the still leading sources.

- **57%** Posting on website
  
  Company website and careers pages receiving candidates.

- **56%** LinkedIn
  
  Work with those they know and by default trust.

- **42%** Social media
  
  But the worlds largest cloud based social coding GitHub
YOUR COMPANY WITH A STRATEGIC MISSION VISION AND CORE VALUE

CBA CONSULT HUMAN CAPITAL OPERATIONS TECHNOLOGY SERVICES

CBA Consult engagements are within the Human Capital Management solutions operations areas. In the designs of best practice work process and operations. Supporting clients during changes and transformation. Either the changes in available qualified workers or the project driven work which is technology implementation driven.

The projects and engagements are based on either strategic, operational, and in the realm of compensation benefits, Learning and Development, Performance Management, Succession planning and Strategic workforce planning.

THE PARTNERSHIP AND OUR CLIENTS WHO SEE AN ALLIANCE FOR GROWTH

The challenges for clients are changing and the propositions which can be made to see the amount of identifiable gains to their business their success and the reasons for our Partnership as almost self explanatory. There are reasons and clear goals to define, develop, plan and execute to have a better value proposition for the projects, programs and clients business products and services. For consumption and end ensure all require justification by placing efforts and joining in a partnership. We are proactively searching for the right Partnership and engagement and are ready for well defined, developed and planning for future growth to execute these plans. email: menno@cbaconsult.eu

PARTNER OPPORTUNITIES CLIENTS ENGAGEMENTS

- HR Strategy
- HR Talent
- HR Services
- HR Operations
KEY AREAS FOR PARTNER OPPORTUNITY AND VALUE PROPOSITION FOR OUR CLIENTS

- **PARTNERSHIPS**
  - Change Management Opportunities

- **PARTNERSHIPS**
  - Teamwork and Modern Collaboration

- **PARTNERSHIPS**
  - Technology Modern Desktop Autopilot, Mobile and Security for BYOD

- **PARTNERSHIPS**
  - Security and Compliance Solutions

- **PARTNERSHIPS**
  - Technology Onboarding Adoption and Modern Business Applications

- **PARTNERSHIPS**
  - Data Analytics Reporting and Data Driven Process Management

- **PARTNERSHIPS**
  - Human Resources Maturity Models Vision Mission and Core Value Alignment

- **PARTNERSHIPS**
  - API Management and Integration of Payroll Processing Based on Transaction Services

Opportunities en strategic subjects for partnership alliance

40.000

Total consultancy hours per year by HCM business
There are challenges and opportunities in current markets and especially companies still adopting to the changes of today’s digital age. Whereby software solutions which allow employees for an experience and search to aid them in daily work related efforts an increasing demand of high talented workforce who can translate the opportunities to actual performance outcome.

Today’s workforce expect no less then having these modern tools available to them and employers who cannot provide these modern work environments see the competition from companies who do provide these types of modern business and transformed work experiences.

Although the products and services become more and more accessible to smaller companies they still require a good understanding and practical usage in every day’s regular work.

A digital fully data driven Human Resource department and all that is required to service a company with modern fully automated self engaging employee portals at a subscription base and demo ready instantly. An increasing demand for an IT infrastructure and governance framework to ensure data is personal, secure and within compliance to ensure personal data remains within the boundaries of regulation and compliance.

The recent engagements and projects requests to start with an implementation for HR system which allowed for easy and practical usages of employee self service portals. In organisations where user identity and controls which ensure basic form of identity is validated. Data and ownership of data the responsibilities of digital data driven work process begins with a company culture whereby identity, applications and responsibilities towards data has a clear priority in each process. The companies which do not have a basic data maintenance or data governance plan. Fast growing and highly engaged workforce.

Our passion
Your Advantage

CBA Consult

Engagements where clients benefits and success nr 1
Passion for technology measurable accountable and responsible

Basic identity and username password authentication in companies where usernames are used by multiple employees. The creation of new accounts, changes to user accounts and terminations unstructured without a designated process or data owner.

An self services IT driven company without a formal method to have the user identity verified

For an human resource information system and employees to, review, update personal private information. In a company where identification or verification for user accounts are non existence. What access rights do these user accounts have. Are the user accounts currently for active employees or are they still using the accounts from employees who are working with competitors and still have access to all company information. A data policy driven approach to ensure this does not happen.

Going back to the basics

Companies culture the efforts of a controlled environment to work together on a infrastructure that is maintained from unauthorized and unwanted access. Proving process and step by step follow up on changes which can be digitally instructed. Data driven approach having an automated auditing system which detects and identifies procedures missing which are maintained by top talent.

With clear user guidance to how well your governance framework and maintenance should be integrated in every days activity. Username and password sharing for systems which now become better of without passwords. I also see the benefits and requirements of multi factor auth. We somehow identify the instruction where provided by the person in active duty. The only effort now remains to budget and have approved this within a process by the right approval function..

Service is from IT but...

A service provided by the IT infrastructure requires all employees to be careful and aware for risks. Wish as a services need to be assessed and meet the business requirements... Learning and Development


Security, Privacy and Compliance business engagements from discovery to a data driven organisational transformation and change initiatives to everyones best efforts to utulize on all the new opportunities. Programs, Projects and the wishes from companies and any one associated to be more productive and innovate. With discovery, data labelling, compliance and policy catching up new values and a cultural growth in ethics and codes of conduct to maintain awareness but do embrace the efforts and performance transformation for a better customer..
LAYING THE GROUNDWORK FOR SUCCESS

THE VALUE OF PARTNERSHIP TO THE BUSINESS

EVOLVING BUSINESS MODELS AND TYPE OF PARTNER STRATEGY

THE COMMITMENT - INVESTING IN PARTNERSHIPS

INVESTMENTS IN TIME, RESOURCES AND FINANCES TO CREATE VALUE FOR OUR SUCCESSFUL CLIENTS
Broadcast and Media Industry
Banking and Financial Services
Telecommunication and broadcasting
Broadband Cable Service Providers
Insurance Marketing and Development
Computer Software Engineering
ICT Infrastructure and Architecture
Human Capital Management Systems
Payroll and Benefits Software
Government and Public Sector
Medical and Clinical Trials

Computer Software Engineering Companies and IT solutions for Infrastructure and Architecture the capital assets to have full life cycle management services. To be there for the success to customers in the journey and roadmap as full commitment to an end product and its end user.

A full continuous effort and responsibility to take up the challenge and add value in this journey to end users. This ensuring the best a customer can go to and will come back for.