

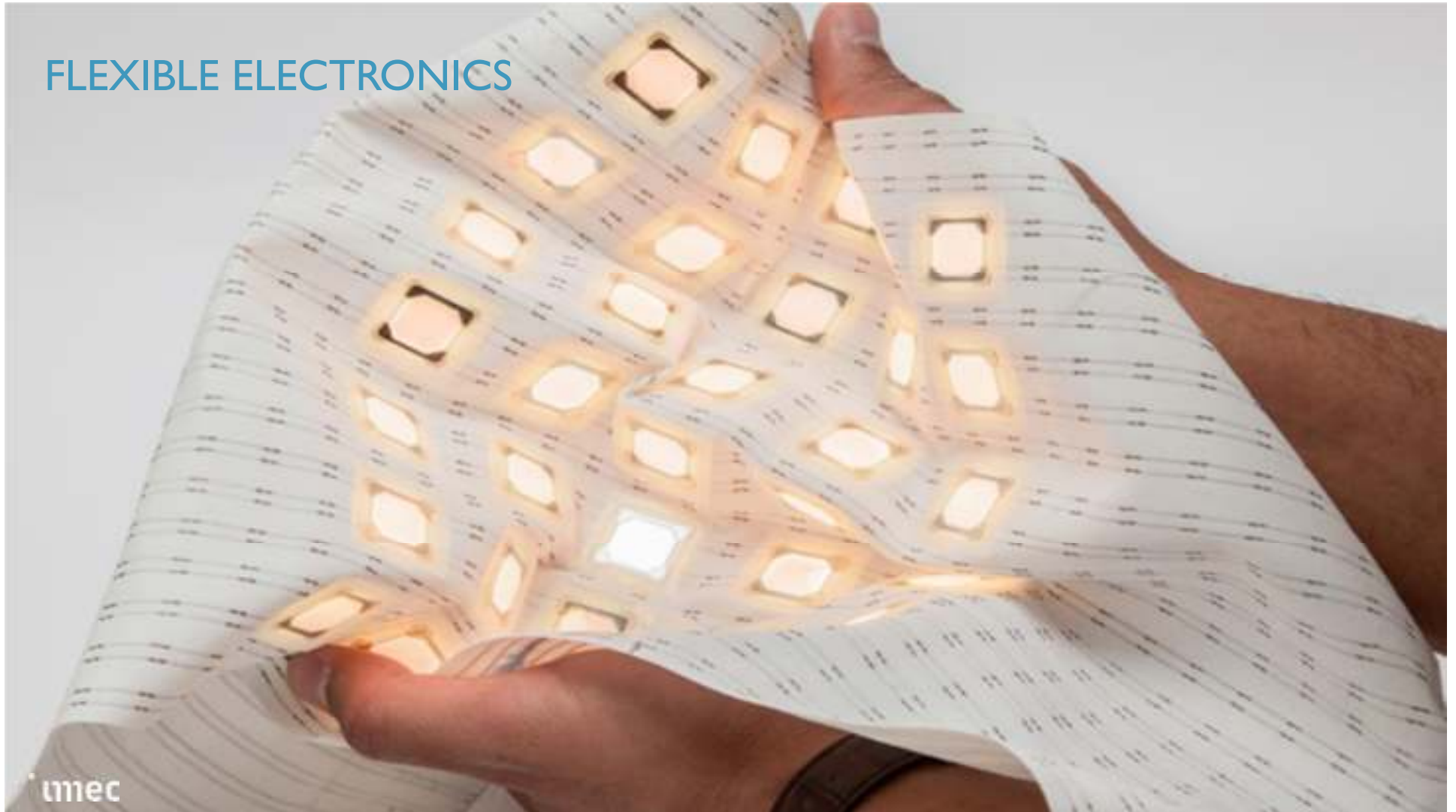


AT IMEC, WE SHAPE THE FUTURE  
GUNILDE SIMEONS

# DRIVING THE SEMICONDUCTOR ROADMAP



# FLEXIBLE ELECTRONICS



imec

# FROM INFORMATION EXCHANGE TO INTUITIVE CONTROL OF IoT DEVICES





**USA**  
SAN FRANCISCO

**USA**  
ORLANDO

**BELGIUM - HQ**  
LEUVEN

**THE NETHERLANDS**  
EINDHOVEN

**INDIA**  
BANGALORE

**CHINA**  
SHANGHAI

**JAPAN**  
OSAKA

**JAPAN**  
TOKYO

**TAIWAN**  
HSINCHU

# Future of Work Scenarios 2035



Impact of AI

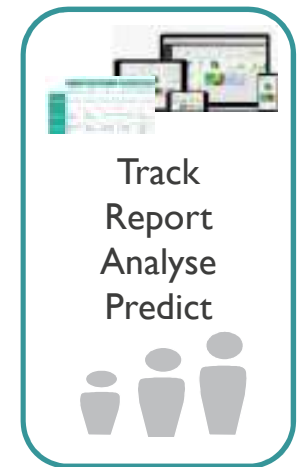
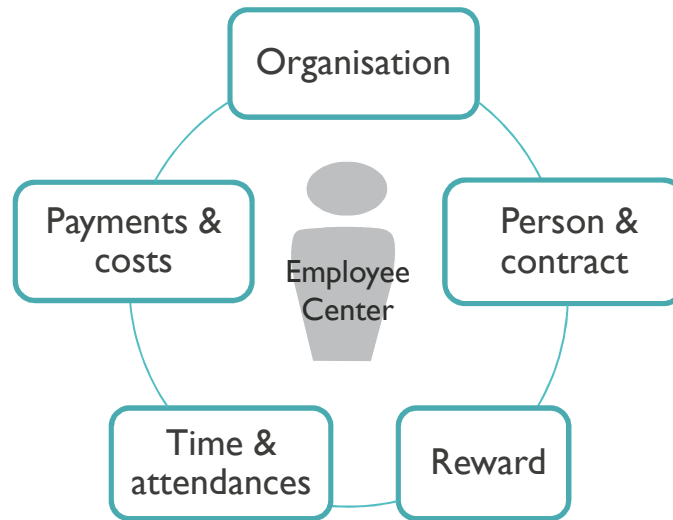
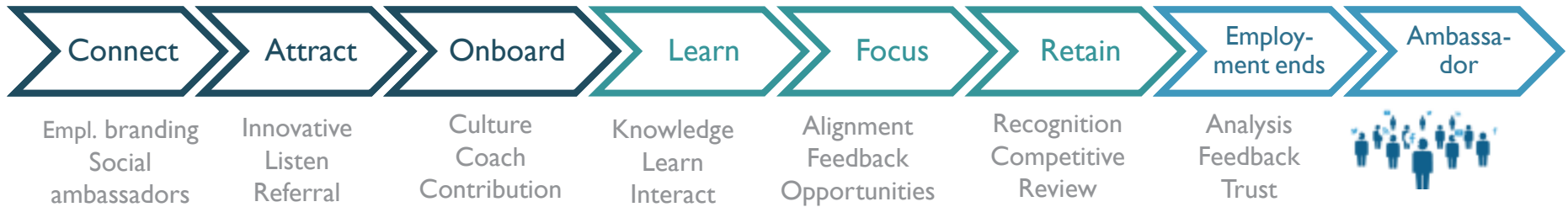
Adoption of Diversity  
& Inclusion

New Business Models

Gig Economy

Evolving Skillsets

# THE EMPLOYEE JOURNEY



## DRIVERS FOR CHANGE....

### CORE HR

#### Digital

- Online, mobile, real time, intuitive, single point,...
- Information, requests, overviews, documents

#### First time right

- Correct, clear, as expected
- Pay, holiday rights, declarations, insurance,...

#### Flexible backbone

- Change due to Legal, business, innovation,...
- Configurable, open, data-exchange, differentiations,....

#### Intelligent

- Guiding in flows, triggers & monitoring on end dates, missing info, actions,...
- 'go to' tool for employee, manager, professional,...governmental reports



# SAP SuccessFactors

# Microsoft Dynamics 365 for Talent

Local solutions for multiple countries  
 Time & Attendance (HR) fits for 85%  
 Full manager view on merit cycle  
 Who 's who on organogram  
**Configuration based model**

General solution, ISV + developm. for local specifics  
 Time & attendance (HR) to be solution  
 No manager view on merit cycle  
 No who 's who on organogram  
**Configuration possibilities & need for developm. not clear**

Clear roadmap & wide user community

High level roadmap & community network

**Cost:** high level estimate

Cost : too **many dependencies** to estimate

New user experience by end 2019  
**Ready to implement (2019-2020)**  
 Trusted implementation partner

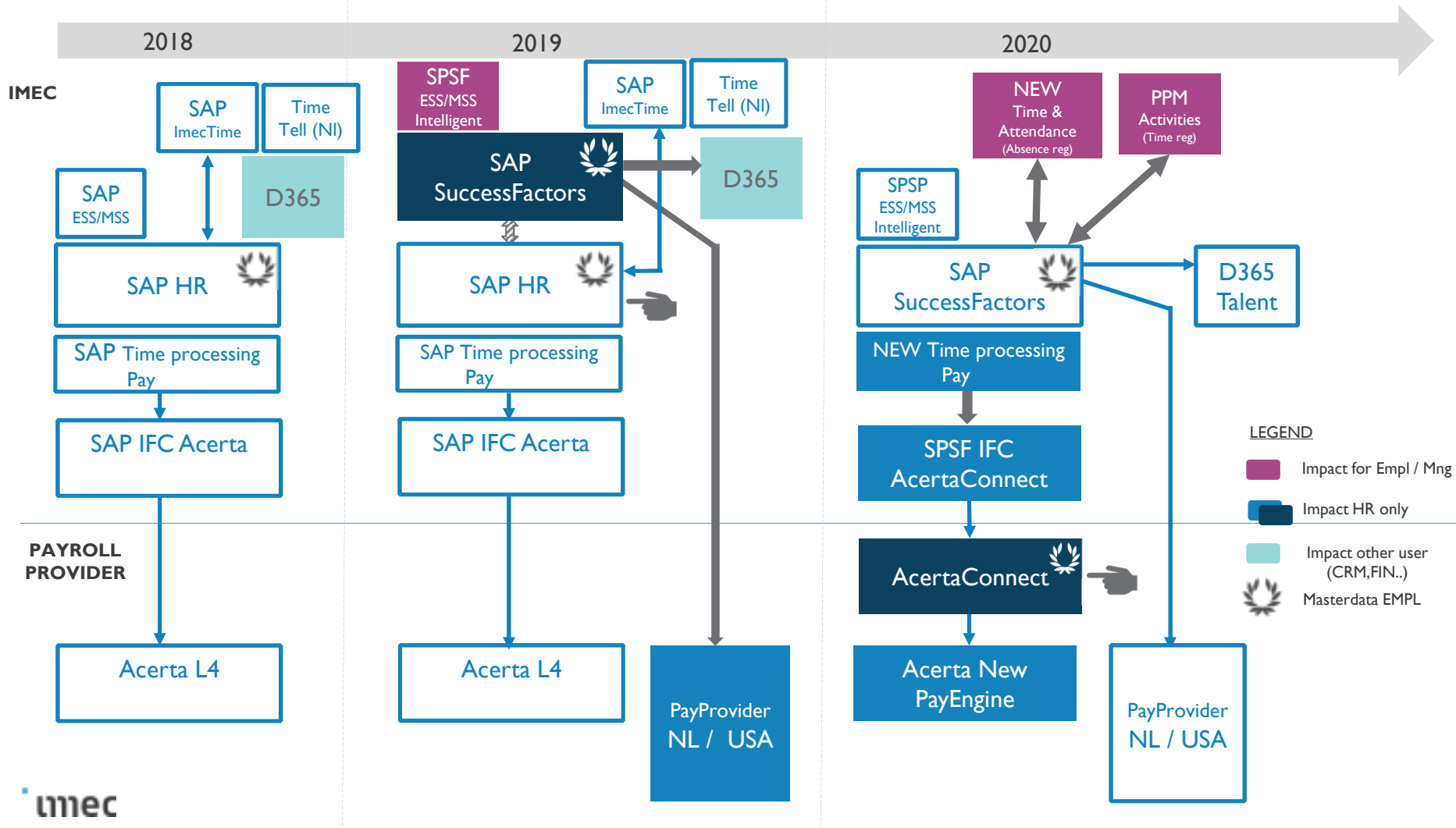
New user experience by 2021  
 Maturity of talent module – **at least 2-3 years**  
 Partnership to be further clarified

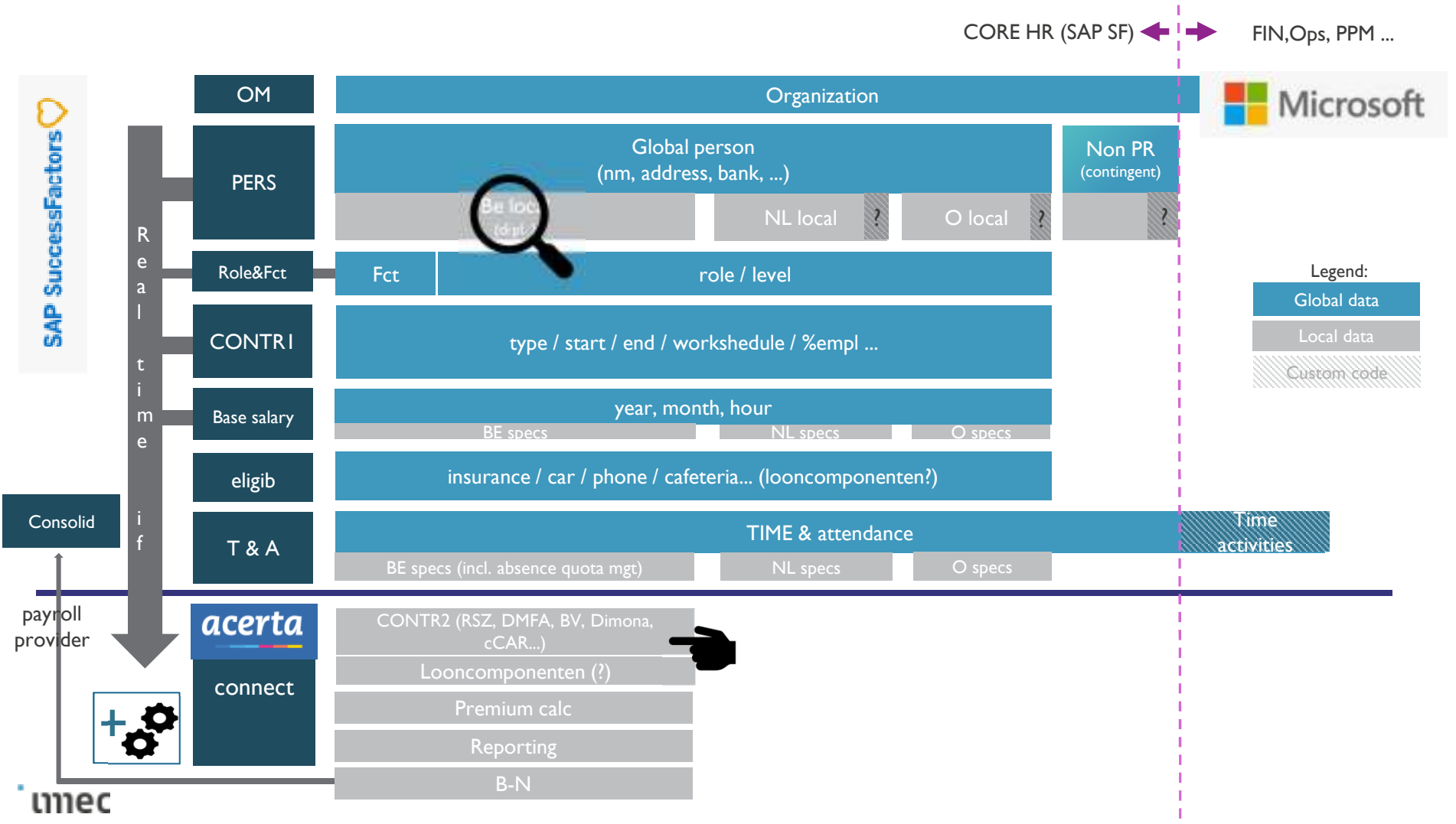
Challenge for user experience UX – UI

One platform, one UI

**End-to-end solution** for Core HR & Talent  
 open for innovation & integration

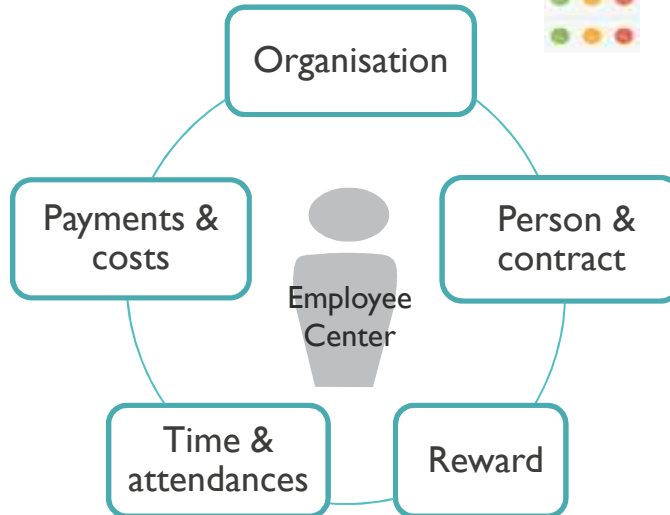
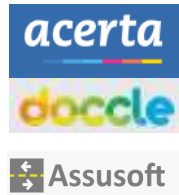
**To be product** for managing Core HR & Talent  
 vision based on innovation & integration





# THE HR TECHNOLOGY LANDSCAPE

## IN A FEW YEARS







embracing a better life