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European HR Trends and Perspectives

Alexandra Eleftheriou
Talent & Organization Consulting Leader

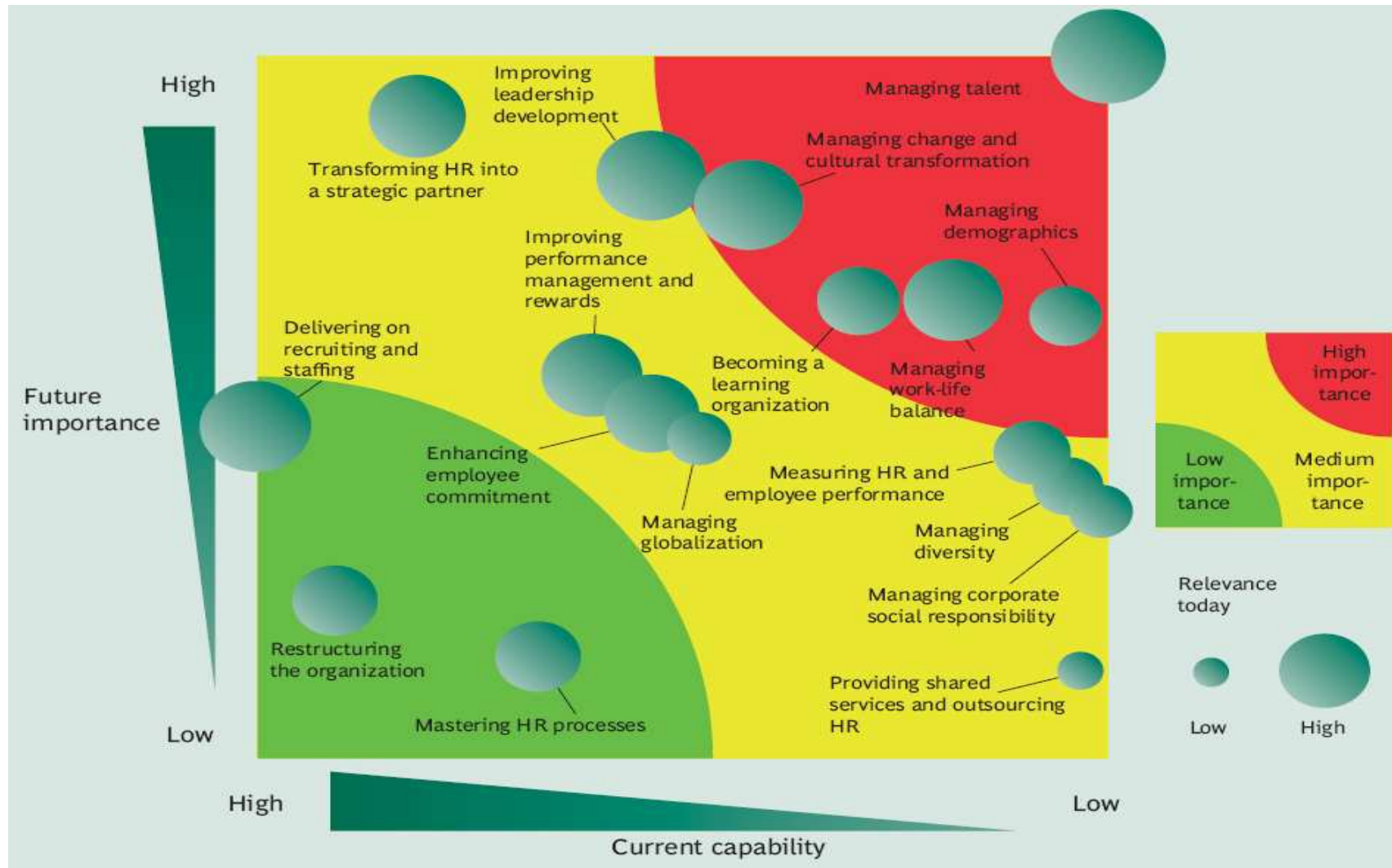
Hewitt

CEOs Concerns in Europe

Europe N = 170		
1	Excellence in execution	39.6%
2	Sustained and steady top-line growth	38.3
3	Speed, flexibility, adaptability to change	32.9
4	Consistent execution of strategy by top management	30.5
5	Profit growth	29.2
6	Finding qualified managerial talent	27.4
7	Customer loyalty/retention	26.6
8	Corporate reputation	26.5
9	Speed to market	22.6
10	Stimulating innovation/creativity/enabling entrepreneurship	22.3

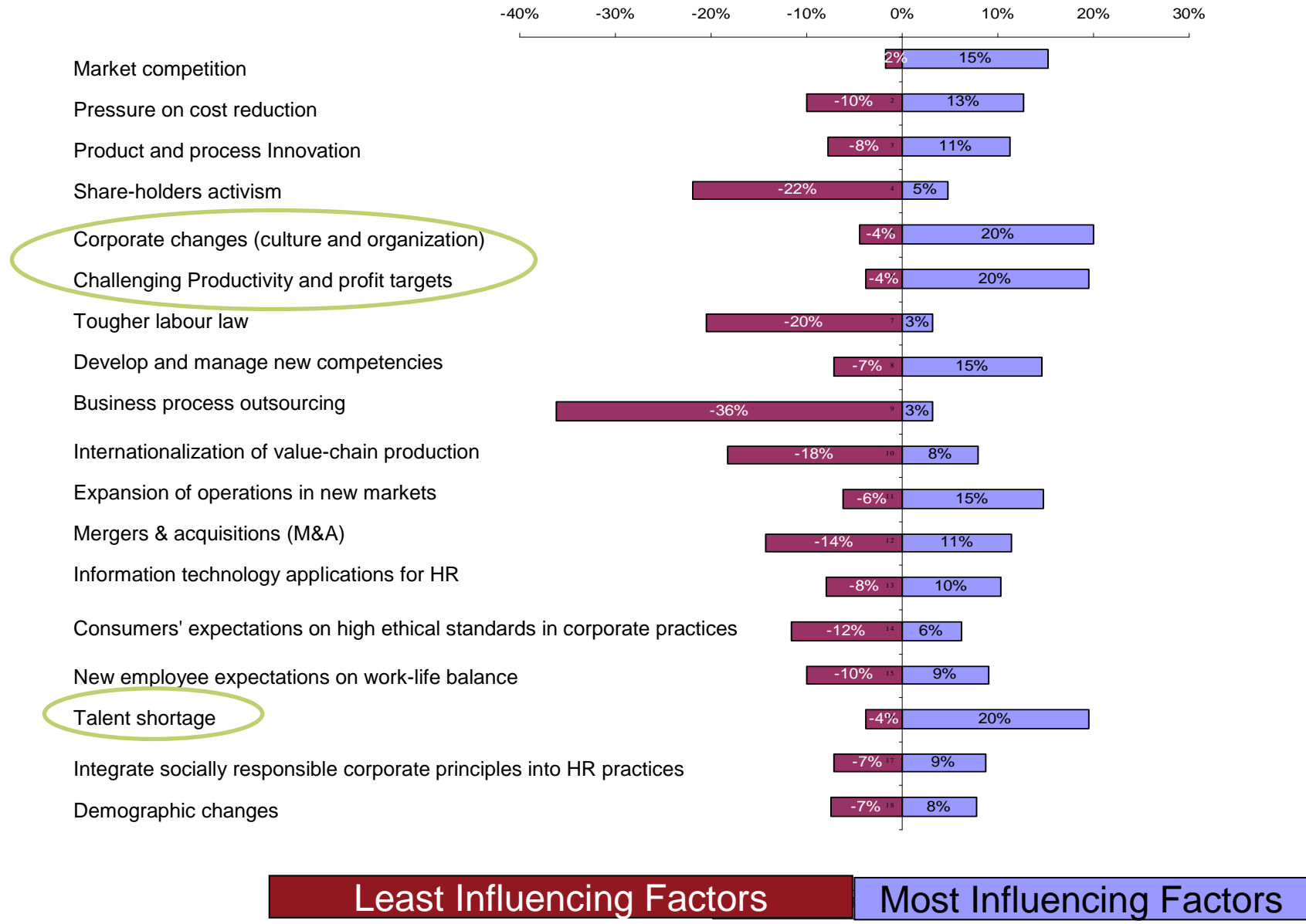
Source: The Conference Board, October 2007

What Keeps European HR Managers Awake



Source: BCG/WFPMA, July 2007

Change, Labour and Productivity Gaps Drive HR

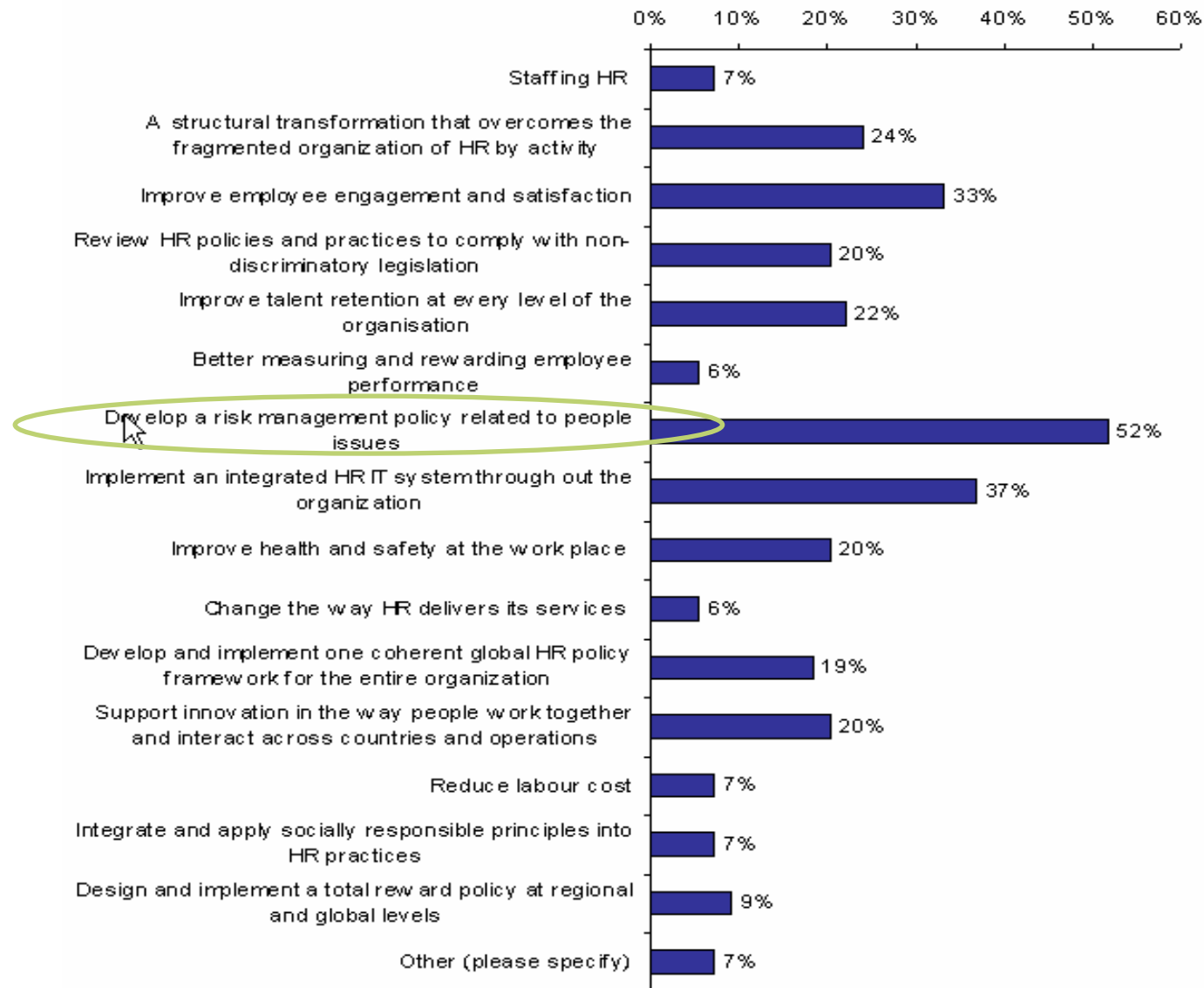


Source: Hewitt- EChr European HR Barometer, 2008



Risk Management Policy High on HR Agenda

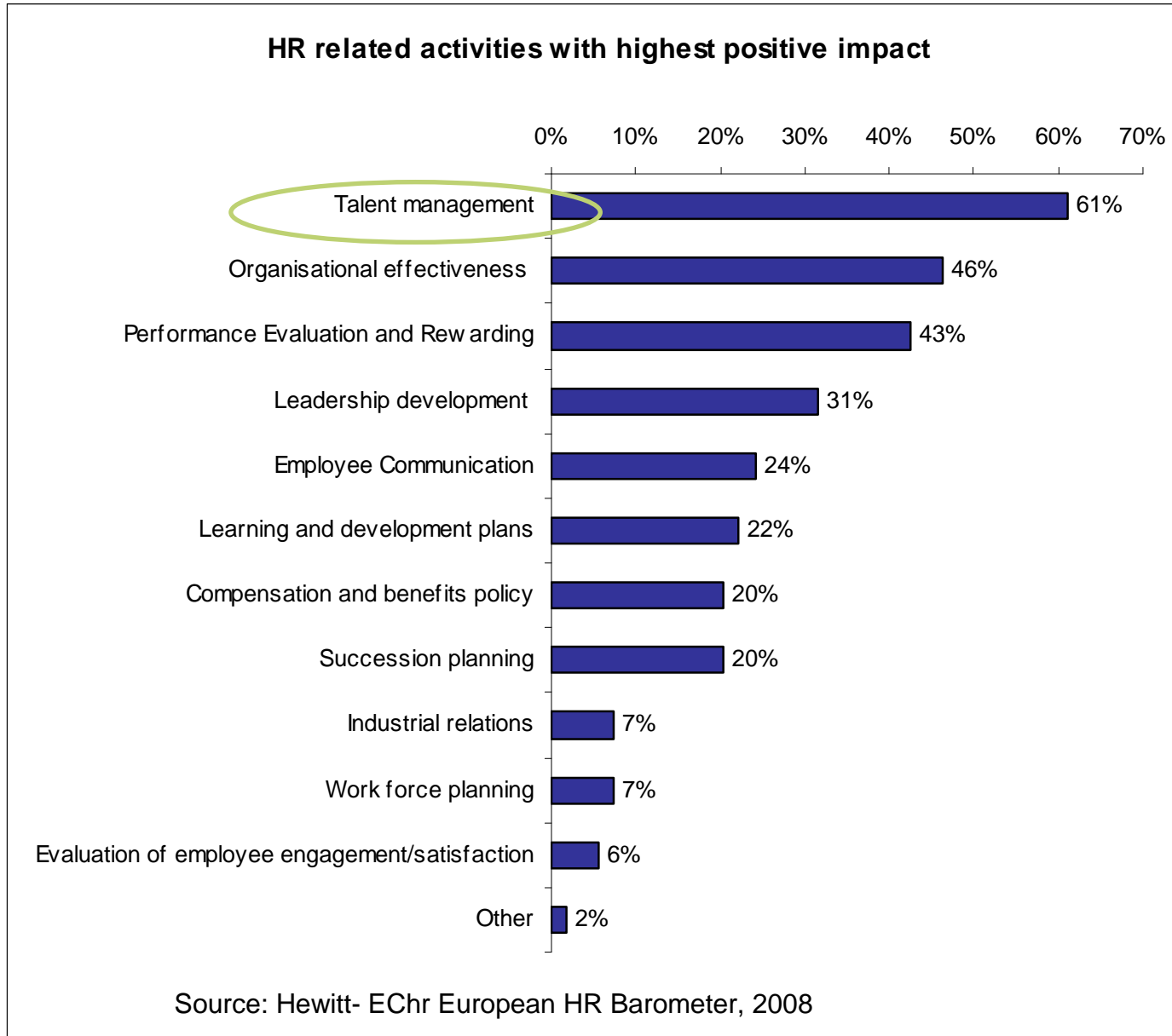
Top HR Priorities



Source: Hewitt- EChr European HR Barometer, 2008

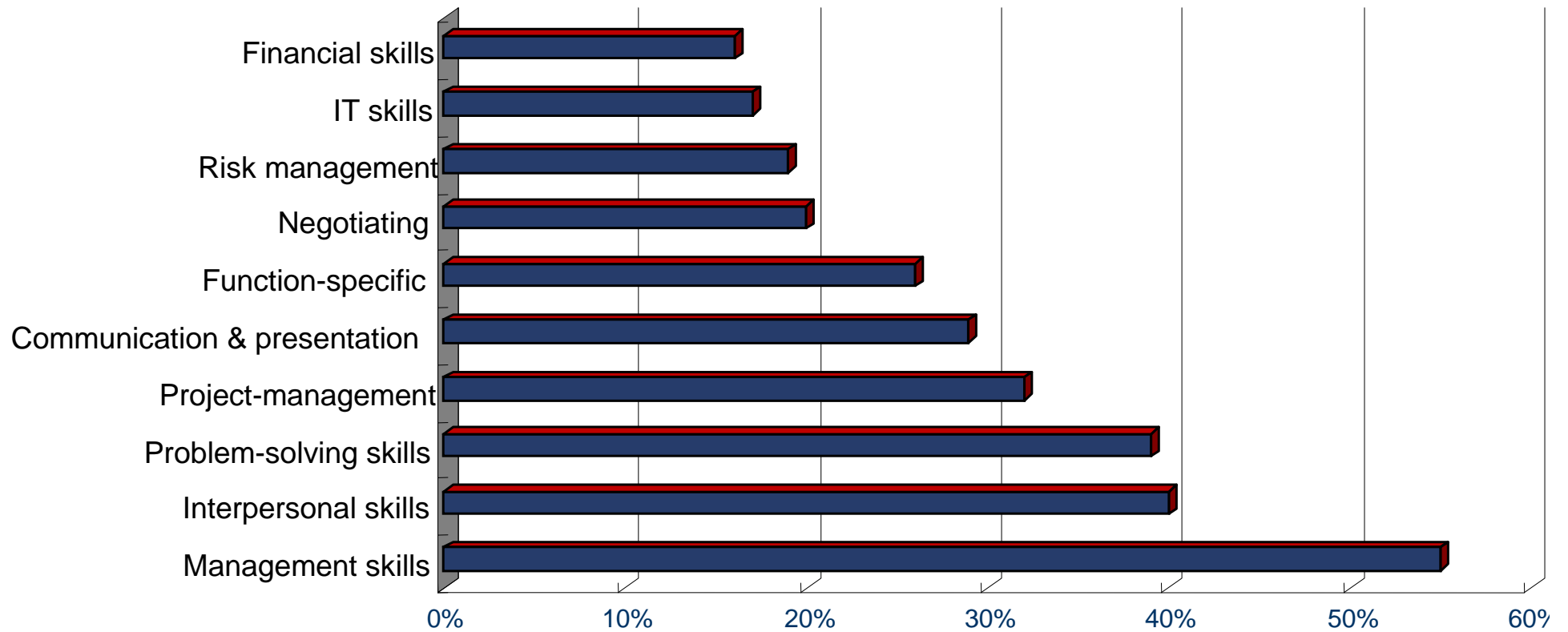


Talent Management and OE Most Impactful HR Activities



Skill Requirements for the Future

Ranking of top three issues by each respondent



Source. Economist Intelligence Unit, 'The World in 2020' 2006



Some ways in which Hewitt employs new technologies

- Online HR Analyzer™, tool to improve HR efficiency
- Transaction Manager™ , online Corporate Restructuring & Change tool
- Online Total Compensation Measurement™
- Web-based employee engagement studies
- Online Culture Audits
- Online assessment instruments
- e – learning, including online courses, business simulations, etc.