



Strategic Value Chain Mapping for Enhanced and Impactful L&D

Namita Ratra Global Director Learning @ Sandoz What is: Systems thinking & Value chain mapping

- Systems thinking is an approach that views complex entities as interconnected and interdependent parts of a whole.
- It emphasizes understanding the relationships and patterns within a system, rather than isolating individual components.
- This method helps in identifying how changes in one part of a system can impact the entire system.



- Value chain mapping is like making a big flowchart that shows all the steps it takes to deliver a product or a service.
- It helps to see where improvements can be made to save time, money, and make end users happier.



Why is this topic important?

### The story we hear from the external data trends

- 44% of workers core job skills will change by 2027 due to tech advancements
- **85%** of the companies are adopting these technological changes
  - Failing to upskills could put at risk
    11.5 trillion USD in potential GDP
    growth across G20 countries over
    the next decade



- 94% of employees will stay longer if companies invests in their growth
- Companies with a strong learning culture are 92% more likely to innovate, 58% more future ready and 24% more likely to hit financial targets.



# But there is a lack of a Unified HR Function that is hindering impact...



# How do we fix it?

### **Building an Integrated HR Value Chain**



### **Team Formation**

Cross-Functional Collaboration Integration of Efforts Value Chain Delivery



# Long term benefits

### **Benefits of an Integrated HR Model**

#### Recruitment Processes

#### Workplace Culture

Promotes diversity and inclusion to enhance satisfaction and drive innovation.

Employee Development

Focuses on building a skilled workforce through coordinated training programs. Streamlines hiring to ensure efficient staffing across the value chain.

#### Talent Management

Aligns employee performance and development with business objectives.

# Communication & Collaboration

Enhances strategic alignment through improved HR communication.

# **THANK YOU!**

