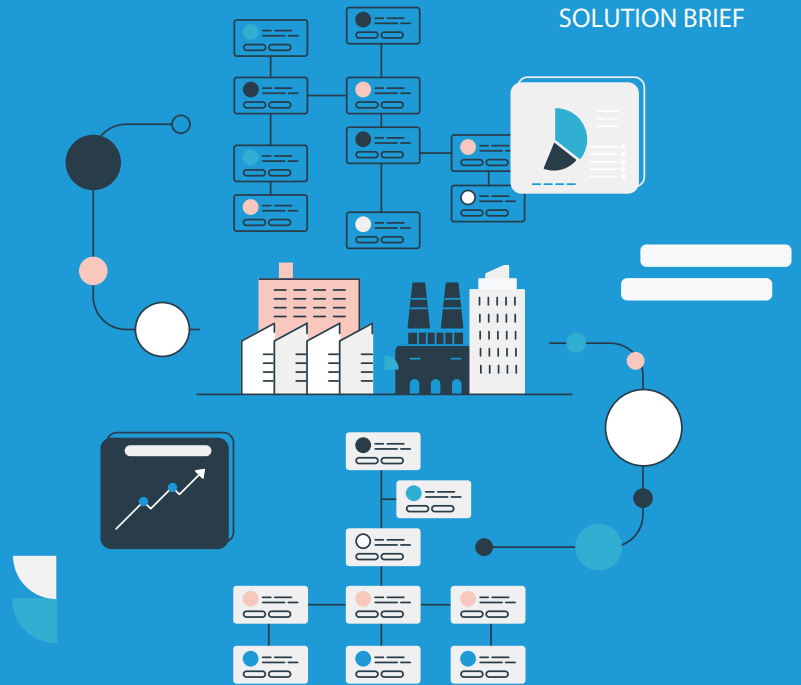


Are HR leaders in the retail industry equipped for expedited workforce transformations?



Retail HR leaders have been caught in the middle of an unprecedented shift in the retail landscape. In the aftermath of COVID-19, retailers looking to grow and differentiate themselves are faced with challenging business transformation considerations, including remodeling their workforce, as they venture into new channels and business models. This often leads to issues related to talent placement as you transform your production or services, in-store role adjustment as new technology is introduced that requires new skills, staff retraining to move towards experiential retail service, and role automation explorations in the logistics and warehousing departments by hiring in new areas like AI and robotics.

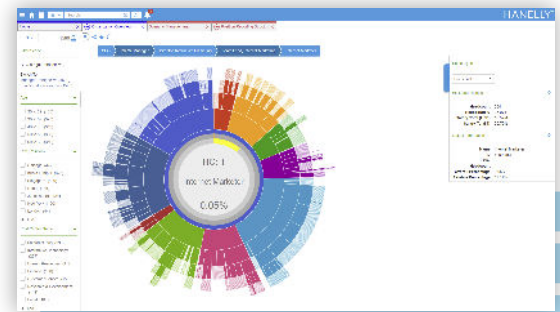
To navigate these forks in the road in an accelerated landscape, HR teams need a comprehensive understanding of how their organization is structured and whether it can pivot with agility. Nakisa Hanelly is an org design and workforce analytics solution that gives retail HR professionals visibility and ownership over this people data, enabling them to capitalize on the opportunities created by disruption.

Our cloud-based platform empowers you to react immediately to market stress brought on by seasonal demand, increased digital traffic, or any other market shifts that impact your business, whether you have thousands or millions of employee records.

Nakisa Hanelly solves the challenges of retail 2.0

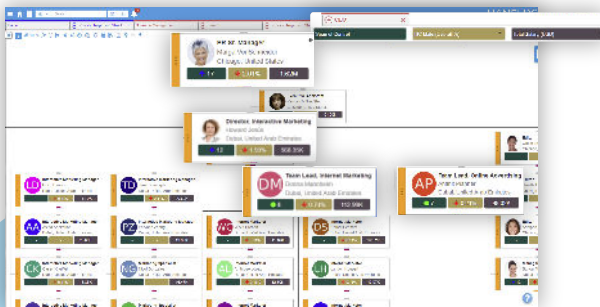
✓ Place the right personnel in your repurposed retail spaces

As your global business model evolves, your company may be streamlining its properties by using them in strategic ways to reduce cost inefficiencies. For instance, some retailers have turned select stores into fulfillment centers, and restaurants were seen converting their locations into grocery delivery hubs. With Nakisa Hanelly, you can model, implement, and map out the workforce changes these moves require and staff such operations with people that have the requisite skills and experience. Also, set forth new HR KPIs directly in the platform to stay on top of metrics like span of control and layers, which are measured in real time.



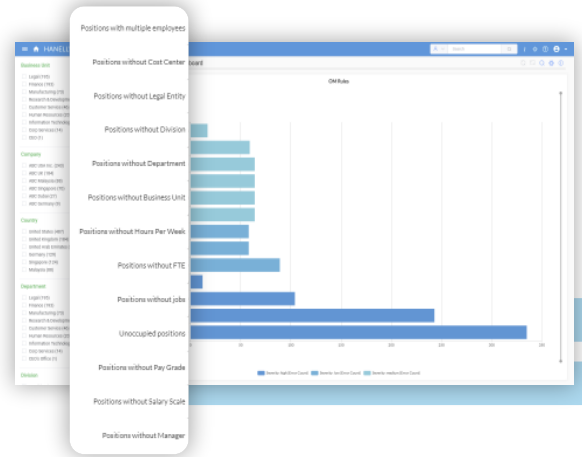
✓ Serve your organization's retail-specific needs

Retail business trends are prioritizing experiential service, and HR leaders can follow in this vein by becoming strategic service providers themselves. In practice, this involves having a clear window into the needs of your staff in all departments and cities while using drilled-down analytics to optimize your workforce models and move closer to the vision driven by the business executives. With intuitive, scalable, data-driven scenario modeling, Nakisa Hanelly is the best solution for implementing both large-scale changes and routine reorgs that move your business closer to your goals. Our software also tracks key organizational health indicators in the retail space like DE&I, turnover trends, and headcount financials so you can analyze whether they are headed in the right direction.



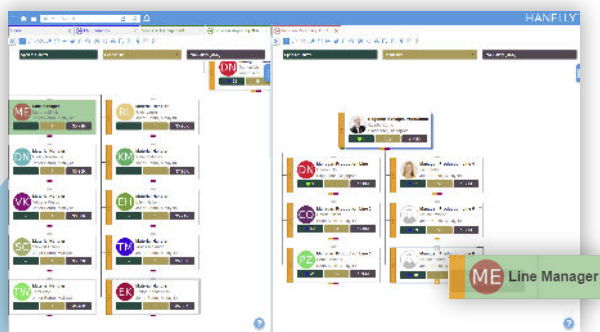
✔ Gain visibility to efficiently expand headcount during retail expansion

As retailers add more sales channels to their marketing mix, roles and responsibilities often overlap which reduces efficiency and drives costs higher. This is because HR teams often lack the tools to dynamically view headcount redundancies, especially across different teams and regions. With Nakisa Hanelly, you can centralize all your siloed HR systems and ERPs spread out globally into a single source of truth to not only reveal these redundancies, but also display all the associated real-time costs in one place. This allows you to report on the financial benefits of leveraging a centralized organization, and institute guiding principles to avoid redundancy in cross-functional teams moving forward.



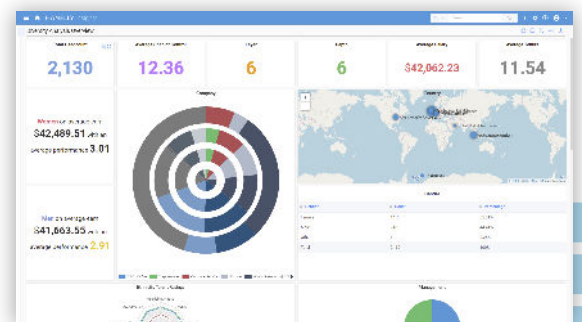
✔ Minimize costs during retail diversification projects

Agility is key when retailers look to diversify from their core offering. Whether your company is an e-commerce retailer looking to open a bricks-and-mortar store, a clothing store about to embark on a merger, or a grocery store going in-store digital or online, it is imperative to move quickly and avoid delays that can make the growth opportunity and competitive gains slip away. The mergers & acquisitions and reorg scenarios in Nakisa Hanelly allow you to visualize and model the optimal structure to support your diversification strategy so you execute change in the fastest way and speed up growth while removing costs associated with turnover of key talent and inefficient collaboration. Scenario models in our platform always take financial impacts into account, so factors like headcount cost and salaries can be compared against your budget to maximize cost reduction and ensure profitable new activity.



✔ Harness real-time analytics

The best way to keep up with the high pace of change in retail is to consolidate your data to get a complete, real-time picture of your evolving workforce, especially when using disparate systems. Nakisa Hanelly centralizes and analyzes HR data across all ERPs and HCMs you use courtesy of native integrations. Leverage the built-in reports and trend charts to see up-to-the-minute stats that can shed light on underlying issues such as lack of diversity or gender pay inequalities, and demonstrate what progress is being made on HR program goals.



Embrace changing retail landscapes



Scenario modeling:

Model your new company structure as you diversify your sales channels to immediately visualize the potential impacts of change on your organization. Create “what-if” scenarios that offer real-time data during the planning process, at implementation, and beyond.



Mass actions:

Mass moves, edits and duplication are crucial for global retailers that are reorganizing their workforce at scale to support your rapid execution of new ventures.



Sandbox environment:

Org design requires a good deal of experimentation. Nakisa Hanelly allows you to model transformation scenarios in a sandbox environment so you can modify and tweak designs until they are just right, without affecting live data until changes are confirmed.



Vulnerability Assessment:

Uses analytics to predict the company's vulnerability should certain employees leave your organization. This helps you retain key talent and keep your talent pools filled with the right people to ensure business continuity.



Turnover Analysis:

Turnover can be seasonal, but there may be other factors at play. Uncovering the root causes of turnover and improving retention programs can be achieved through Nakisa Hanelly's Turnover Analysis dashboard. Out-of-the-box analytics track turnover KPIs by gender and diversity metrics, turnover reasons, regions, or business functions so you can stay on top of this metric; the retail industry has one of the highest turnover rates.



Advanced DE&I reports:

How do your DE&I metrics stack up across your organization and against your peers? Nakisa Hanelly shows you this information on a level you have not previously had access to. For instance, you can compare stats across your sales teams in different regions or measure the makeup of in-store employees compared with corporate staff. Several gender and ethnicity metrics inspired by the French Equality Index, including average pay gap, promotion rate differential, average performance, and management salary gap are included out-of-the-box to easily benchmark your performance against other retailers.





Icicle chart:

Using the icicle chart gives leaders a bird's eye view to visualize the organization's hierarchical data and quickly assess weaknesses such as departments with low performance or high risk of loss in teams without having to drill down into each section of the org chart.



Temporary or Non-Base Assignments:

Many retail employees take on temporary roles and this trend is expected to increase as more businesses transition to new models. HR needs to visualize this information and monitor its impact. This Nakisa Hanelly feature allows users to visualize temporary or non-base responsibilities directly in both the org chart and org design scenarios, increasing your ability to react to these unique situations with agility.



Wherever your business takes you, own your HR data to capitalize on opportunities with agility.

Face the changing retail landscape head-on by investing in the right tools and talk to our HR business transformation experts to assess your needs!

Contact us to learn more

About Nakisa

Nakisa empowers companies to thrive in a fast-changing world with a flexible, scalable, cloud-based platform for organizational design and lease accounting that makes managing global business operations simple. Our easy-to-use, enterprise-grade software solutions, Nakisa Hanelly and Nakisa Lease Administration, provide visibility and analytics for global enterprises allowing users to unlock real-time insights and make faster, more informed business decisions.

Contact us:

Please visit [Nakisa.com/HR](https://www.nakisa.com/HR) for more information or email info@nakisa.com to arrange a consultation with a product expert.