

A background image showing three business professionals in an office. A man with glasses and a brown sweater is pointing at a document held by a man with a beard and a checkered shirt. A woman with blonde hair in a white blouse is looking at the document. They are all smiling and appear to be in a collaborative work environment. The image is overlaid with a semi-transparent white filter.

How to completely transform Human Resources digitally

Are you concerned whether you need to transform your HR agency with digital tools?

Adapting your business...

Human Resources, otherwise known as 'People Operations', 'Team culture professionals' or, for ease, 'POPS' (as you can tell from the various different titles it is called) is a job based around humans. It can be broken down into a series of component parts to ensure its success but still needs all of these to run in parallel in order to guarantee this aim.

These parts are as follows: **Data, Communication, and Efficiency.**



Data



Communication



Efficiency

...to the modern world.

Data.

Depending on the level of service your HR Agency offers, the volume of data you have may be huge but is it all stored securely? Organisations will be trusting you with their employees' sensitive data, so it is essential that it is secure at all times.

One of the main reasons that organisations outsource their HR in the first place is because of Data. Data can be hard to manage, securely protect, and keep track of, so you need to be able to guarantee this as part of your service.

Communication.

Communication is integral in a HR agency. Your business is person-centred both in the data you are taking charge of and in – depending on the service you provide – customer service calls for HR advice in their organisation.

However, these aren't the only ways that communication is important in your organisation. Modern agencies are also offering educational video conferences for HR teams to sign up for, but this is not possible without modern communicative methods.

Efficiency.

The efficiency of our organisations has always been important. We have always done what we can to make sure that things run as smoothly as possible. In the modern world of work this is more important than ever.

The most efficient work practice is integral because without it you are simply wasting time, resources, and in turn finances on work practices that aren't as productive as they could be. This will lead to implications in your delivery of service to clients, your reputation taking a hit, and (worse of all) a lower bottom line.

Human Resources is data.

How does the new digital world we live in impact the safety of my data?

Recent times have forced many organisations into making some decisions regarding their tech that are dubious to say the least. Some have opened the door to cyber criminals as a result of those decisions.

It is your job to know the law surrounding the protection of data. We would recommend becoming familiar with GDPR and the importance of data security, if you aren't already – this is relevant for your own employee data too, especially as working from home adds many security concerns that don't exist in the office setting.

These concerns include:



Staff using Shadow IT.

Staff using personal equipment when working from home which may not be secure or backed-up.



The loss of, corruption, or theft of data.

Data may be lost, become corrupted, or be stolen.



Compliance becoming an impossibility.

Compliance to regulations, such as GDPR, can become impossible to maintain.



Data Control.

The potential for Data to be stored or shared in an uncontrolled manner, or in an insecure location outside of the company's control.

The responsibility that you are under as the agency in control and ultimately responsible for this data cannot be understated. It is essential that you understand your responsibilities and do whatever is necessary to ensure it is protected.

Communication is integral.

As we have already stated, your business is very much person-centred.

The new world we live in has made it integral that your organisation has a 100% sustainable form of easy-to-use communication to enable your team to perform at the levels expected of it at all times – 24 hours a day, 7 days a week, from anywhere on the globe.

The time of muddling through that we have all been struggling with in the last year is at last over. We will never return to the way we worked two years ago – the possibilities offered to us by modern digital methods are simply too vast. Recent developments are set to continue to evolve and grow only further, which can only warp the way we work in many different directions.

How do I identify the strengths and weaknesses of my communications?



My team are communicating with clients often – be it on customer service calls, regarding new acquisitions, or via educational meetings – but where is that being recorded?



How are my team communicating with, and interviewing, candidates? How is that recorded for evidence?



How are my team communicating amongst themselves?



Is my business suffering because of the time wasted with dated internal communicative methods like email?



Can my team make and receive calls the same way even when they aren't in the office?

Efficiency equals success.

The new digital world and its impact on efficiency.

The modern digital world has an untold number of tools available to improve the efficiency of every and any work practice you are undertaking – and that applies for every industry no matter what sector you're in. It is essential that you and your team remain as efficient as possible with their time management, as the modern customer is far too demanding to be spending time doing anything for longer than is necessary.

To accomplish all this, you must be certain that you have the correct tools to not only allow your team to use their time as efficiently as possible but also to ensure the best quality of work.

To make this a reality you must first dissect each sector of your team's workday down into its component parts. As we have stated, this could be difficult with some of your team potentially working from home – but arguably these are the team members you need to pay extra attention to as remote working can lead to a drop in efficiency. Once having dissected the day into parts you can easily see what areas of your business need to be made more efficient.

Where can I find gaps in the efficiency of my organisation?

Efficiency remains hard to achieve even in the modern digital age. Before you have dissected your team's day down into component parts, ask yourself these questions:

- **Do I know how my team are working?**
- **Do I have a way of tracking their work output?**
- **Is there a way to monitor their time spent on different applications?**
- **Are they doing what I need, and when, in the most efficient way possible?**

Again, if you cannot confidently answer all these questions, you need assistance as soon as possible.

In a HR agency, it is your job to manage the aspects agreed on by you and your customers. To guarantee this in the modern world there is simply no other way but to adopt modern digital methods – they are designed with modern practices in mind and will open the door to new business capabilities that you didn't know were possible.

The winning solution.

Our team of experts will assist you in adopting the right tools for your HR Agency.

We will implement and maintain the tools to guarantee the advanced levels of data security, communication, and efficiency necessary within your business to be successful. Security is not a luxury but an essential part of protecting any business in the digital age - this is why we take a security-first approach, and it is this, along with our expertise in modern interactive tools, which allows us to make a guarantee to you that your communication and levels of efficiency will increase, in turn allowing you and your team to be more productive.

Digitise your HR agency with our help.

We go above and beyond in helping our clients and their teams get much more value from their technology by providing knowledge and training whenever needed, and will educate your employees to ensure they are capable of applying their best efforts to guarantee the security and success of your organisation.

We guarantee that our clients always come first, with a straightforward approach that reinforces a strong relationship between our team and yours. Contact us now and find out how we can help your business go into the future with a capable team and the correct tools.

Please book a **free, no-obligation discovery call** with an expert member of our team today.

[**Click here to book your free discovery call.**](#)



VaraTech London

Unit 6, Sheraton Business Centre,
Wadsworth Close, Perivale,
London, UB6 7JB

VaraTech Manchester

37 Wood Street, Ashton-Under-Lyne,
Manchester, OL6 7NA

0203 920 8886 | varatechuk.com