HERO UPDATE

Management Associations

August 27, 2018

HERO will align processes across the employee lifecycle.

Combining these two initiatives will enable HR to achieve its desired future state and operational results.
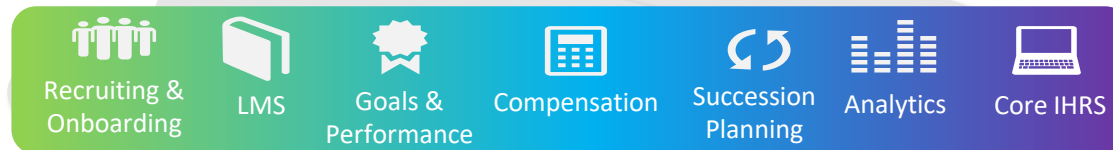
Business Process Modifications + **Implement an Integrated HR System**

HERO our Integrated HR System

Cloud Based, Integrated Solution

| Recruiting & Onboarding | LMS | Goals & Performance | Compensation | Succession Planning | Analytics | Core IHRS |

Minimize Duplicative Processes

Enable Organizational Efficiency

Drive Employee Engagement

	Recruiting – Significantly improves our ability to identify, attract, and engage the right candidates, as well as provides a unique social approach that promotes internal team reviews, discussions and ratings of candidates.
	Onboarding – Provides new hires with a personalized experience that delivers important information about the organization and its culture.
	Learning – Allows the organization to deliver employee compliance training, accelerate employee performance, foster social learning, and support organizational goals.
	Succession – Allows the organization to create succession plans that benchmark skills and competencies, identify skill gaps, and implement development plans to bridge those gaps.
	Performance – Enables managers to benchmark employee performance, align employee activities with organizational strategy, and provide the ongoing feedback your employees want.
	Compensation – Provides flexibility to configure budgets, salary structures, adjustment guidelines, and approval workflows to easily plan and manage compensation globally.
	Connect – Allows employees to communicate collaboratively, monitor discussions and system notifications for quick follow-up, and create and share content or videos to express ideas.
	Reporting – Enables the organization to aggregate and analyze workforce data, and create reporting mechanisms in support of strategic workforce planning.

HERO in Scope Applications

Current USPS Module

- Learning Management System (LMS)
- Corporate Succession Planning (CSP)
- Executive Leadership Development (ELD)

- Performance Evaluation System (PES)
- Individual Development Plan (eIDP)
- Executive Pay System
- eAwards

- Current Interim Dashboards
- Current Reports
- Current Ad Hoc Analysis

- eCareer

- Organization Management (OM)
- Personnel Administration (PA)

- N/A

Future Cornerstone OnDemand

- Learning
- Succession

- Performance
- Compensation

- Analytics
- Reporting

- Recruiting
- Onboarding

- Cornerstone HR (Employee Self Service)

- Connect (social collaboration)

Field Hiring

Focus on most common OCC codes

August 2018

- ❑ Appox. 37 bargaining unit job titles were launched in HERO
- ❑ Enhanced visibility through Dashboard reporting
- ❑ Requisition templates to speed position postings.
- ❑ Alerts to Local Services team to notify them of actions required in the system

EAS Hiring

Begin EAS hiring and new processes for interviewing, and candidate review

January 2019?

- ❑ Enhanced Screening questions
- ❑ Streamlined applicant review process
- ❑ Additional interview technology, such as Video interviewing
- ❑ Apply from LinkedIn profile functionality
- ❑ Position interest pools

All Hiring

All bargaining and non bargaining positions posted and filled within new platform

February 2019

- ❑ Fully integrated with all existing assessment vendors
- ❑ All internal and external hiring in HERO
- ❑ Mobile Capability for Selecting Officials
- ❑ Enhanced communication and Onboarding processes
- ❑ Begin retiring eCareer

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Recruiting Update
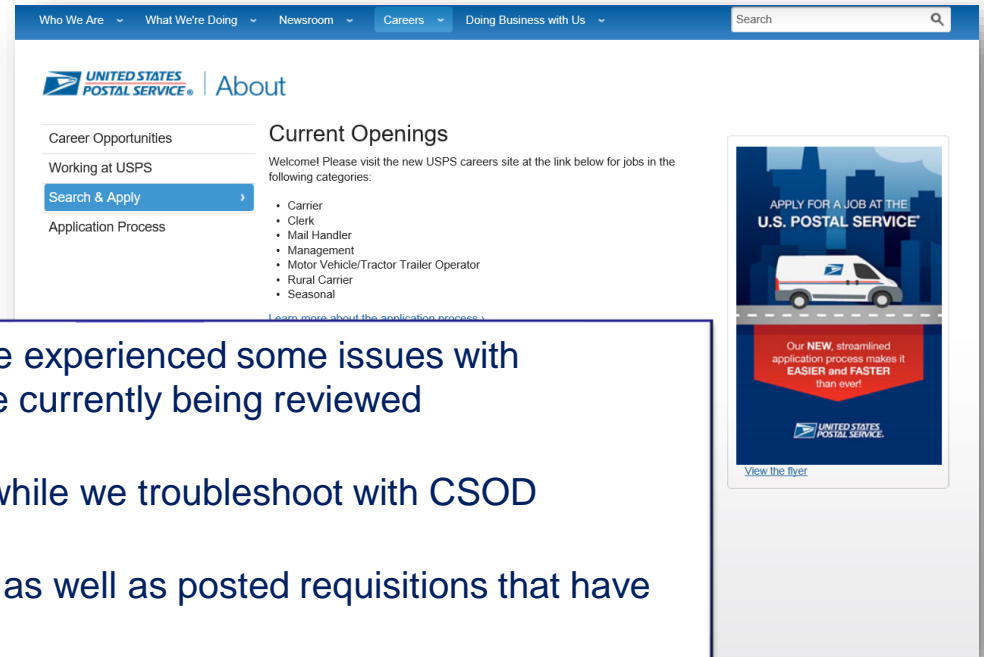
- During the initial release period we experienced some issues with automated workflows and they are currently being reviewed

- All peak hiring will be in eCareer while we troubleshoot with CSOD

- All pending requisitions in HERO, as well as posted requisitions that have no applicants will be closed

- We will conduct Office Hours for the next several weeks to provide support

- Action plans will be shared with the Area and District HR staff detailing how to complete remaining tasks in HERO

- We are targeting a re-launch for January 2019

Future State Learning

May 31st Release

Additional web-based courses in the Integrated HR System Learning Portal

May 2018

- ❑ 20 additional web-based training (WBT) courses available in the integrated HR system Learning Portal
- ❑ 2100 Courses available through Skillsoft
- ❑ **Global Search** functionality expanded for learners to search by **Subject**
- ❑ SAP course content is currently under review in preparation for transfer to the integrated HR system Learning Portal
- ❑ Deliver Release #1 communications to HQ and Field Employees

Future Releases

Transferring SAP course content to the Integrated HR System Learning Portal

⭐ During transition Freeze development of any new course

June – August 2018

- ❑ Review course type (e.g., WBT, ILT, classroom, etc.) to determine feasibility and relevance
- ❑ Distribute SAP *Course Content Transition Letters* to content owners and Officers
- ❑ Transfer remaining Instructor-Led & WBT from SAP to the Integrated HR System Learning Portal
- ❑ MLDDs and Instructor system training
- ❑ Manager training and reporting overview

All Hiring

All bargaining and non bargaining positions posted and filled within new platform

February 2019

- ❑ Transfer final course content to the Integrated HR System Learning Portal
- ❑ Disseminate communications to encourage all employees to utilize the Learning Portal within HERO
- ❑ Dashboard reports
- ❑ Enhanced functionality to include; Play
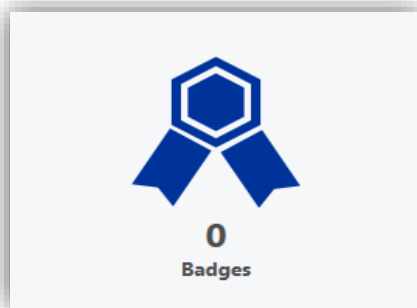- ❑ Shutdown existing SAP LMS

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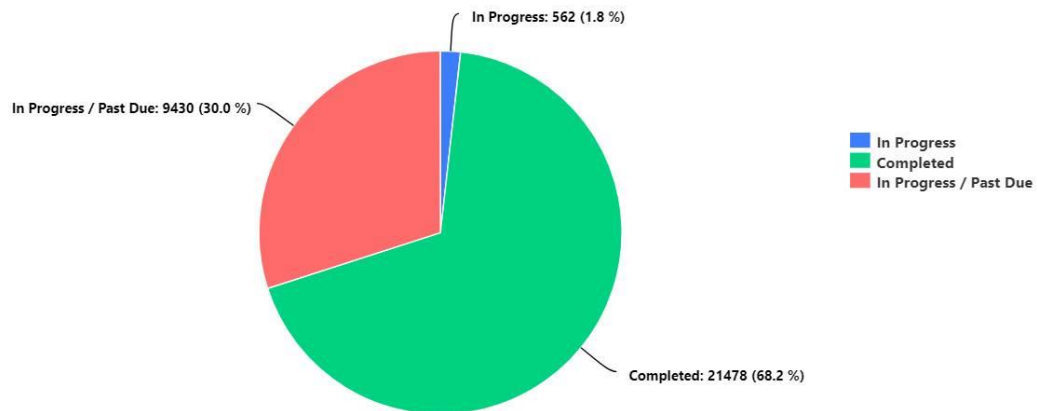
CONNECT: SOCIAL COLLABORATION

- Groups, Communities & cohorts
- Networking & peer-to-peer knowledge sharing connect dispersed employees

Great new features & functionality!

LEARNING MOBILE CAPABILITY

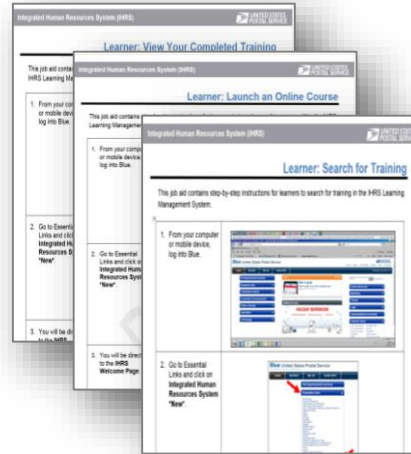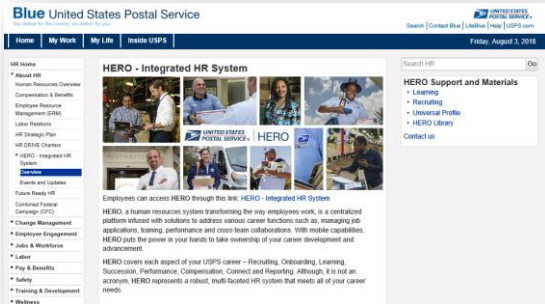- Mobile learning & video streaming
- Access to several training courses

BADGES

- Points and badges to reward top learners

REPORTING & DASHBOARDS

- Compliance Tracking
- Complete reporting & analytics

Resources & Support

HERO – Integrated HR System Blue Page

http://blue.usps.gov/hr/about-hr/ihrs/new-human-resources-system.htm

User Guides & FAQs

(Available via Blue Page)

- Support Materials (User Guides, Job Aids, Quick Reference Guides)

- Training Videos for key hiring tasks

- Frequently Asked Questions (FAQs)

Still can't find the answer?

- Please contact the HERO-Support mailbox.