



HR Connect
Belgium 2026

HR Connect

HR without the Headache

How a need for better Insights sparked a Transformation Story

Kris Willaert, Beobank
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Meet our speaker

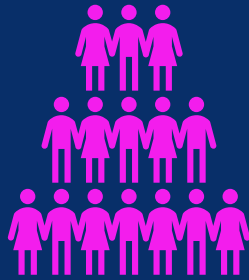


Kris Willaert
HR Director
Beobank NV/SA

Figures @ Beobank NV/SA

1,540

Beobank collaborators



177

points of sale, including 10 PRO Centers

10

Years

821,734

customers



The Starting Point

The headache

Limited process liability

Fragmented HRIS landscape

Limited reporting and data reliability

Heavy administrative process for HR & payroll

Limited Employee Self-Service

Cultural Change

A need to empower middle management, to decentralize HR decisions

Historically, transparency was limited, with compensation discussions traditionally lacking openness

The Strategic Choice

A future-ready HR platform aligned with Beobank's ambitions

01 One integrated HR foundation

End-to-end Cloud HR platform connecting Core HR, Onboarding, Talent and Compensation

02 Built around Beobank's priorities

Connect performance with rewards through
Compensation Management.
Advanced Reporting & Organizational Insights
Seamless payroll integration

03 Enhance cultural change

04 Ready for what's next

Scalable, Innovative and designed to Support
Business & Regulatory needs

Transformation Approach

A structured approach that combines speed, control and ownership

1 Avoid “big bang” transformation

Accelerated and consistent approach

2
01 Five phases within the way of working, milestones & deliverables for every module

02 Approach and planning were discussed and finetuned in collaboration with Capgemini & Beobank

03 Upfront buy-in from the stakeholders is crucial for approach & planning

3 Phased change program for middle management

Timeline

Value delivered in phases

JANUARY 2026

1

- Core HR (Employee Central)
- Payroll integration
- Onboarding

MARCH 2026

2

- Performance & Goals

H2 2026

3

- Talent (Career & Succession)
- Compensation

ROADMAP 2027

4

- SmartRecruiters
- Learning
- Contingent workforce
- Expanded AI

Introducing AI in HR

Early adoption of AI

Embedded AI

01

Supports content creation

Performance reviews

Goal creation

02

Value

Reduces repetitive tasks

Enhances HR and manager productivity



Results So Far

Tangible business impact

01 PROCESS LIABILITY

- Progressively reducing manual HR work
- Improved data accuracy and consistency
- Better, faster decision-making with reliable data
- A scalable, future-proof HR solution

02 CULTURAL CHANGE

- Change management program in place
- Catalyst for acceptance of pay transparency
- Enhanced employee and manager experience

Lessons Learned

What we would do differently

- 01 Include Change Management from day 1 with
- a Change Manager
 - a clear Change Strategy

- 03 Ensure HR organizational readiness

- 05 Control scope changes

- 02 Clearly define roles and responsibilities

- 04 Think about integrations in early stage

- 06 Don't underestimate workload and timelines

Key Takeaways

What this means for HR leaders

01

Ensure sponsorship of senior leadership

02

Phased approach
= faster value & lower risk

03

Integration is critical for success

04

Employee experience drives adoption

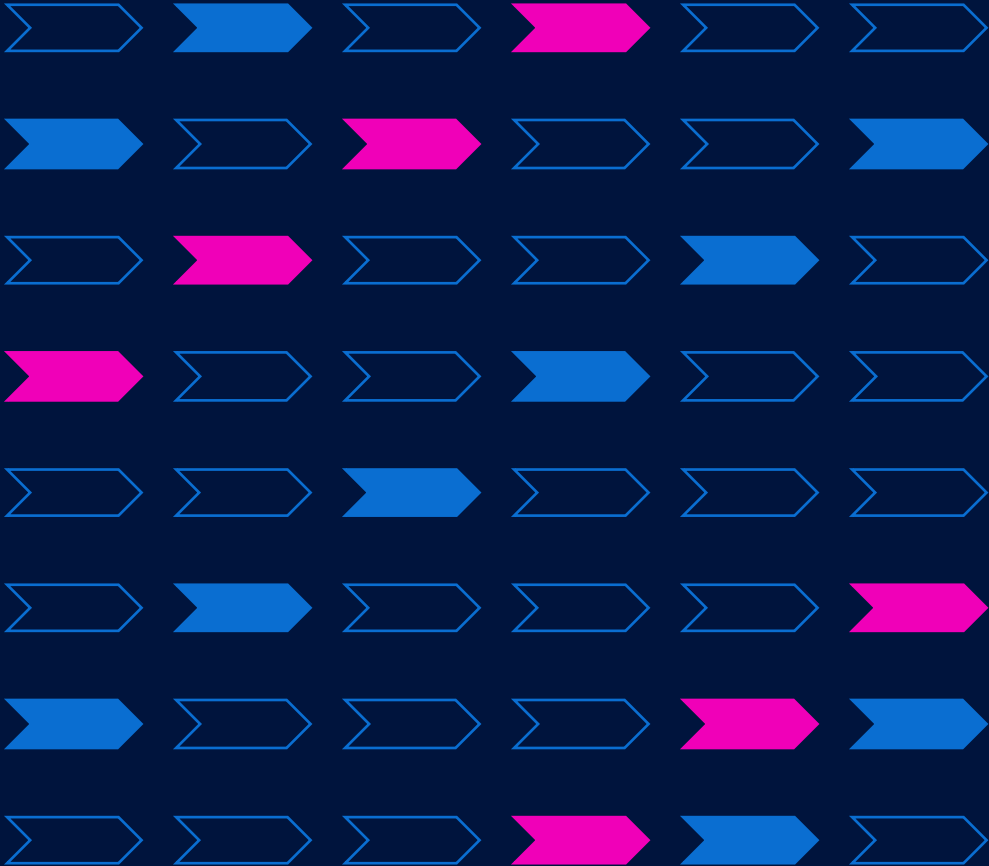
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Data quality enables better decisions

06

AI is already delivering value in HR

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Thank you!