Meet our speakers



Sophie Lips
HR Manager

Meat & More



Tom Vandenberghe
Head of Strategy & Transformation

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HR Digital Transformation

From fragmentation to integrated, data-driven workforce management

HR Digital transformation | Meat&More



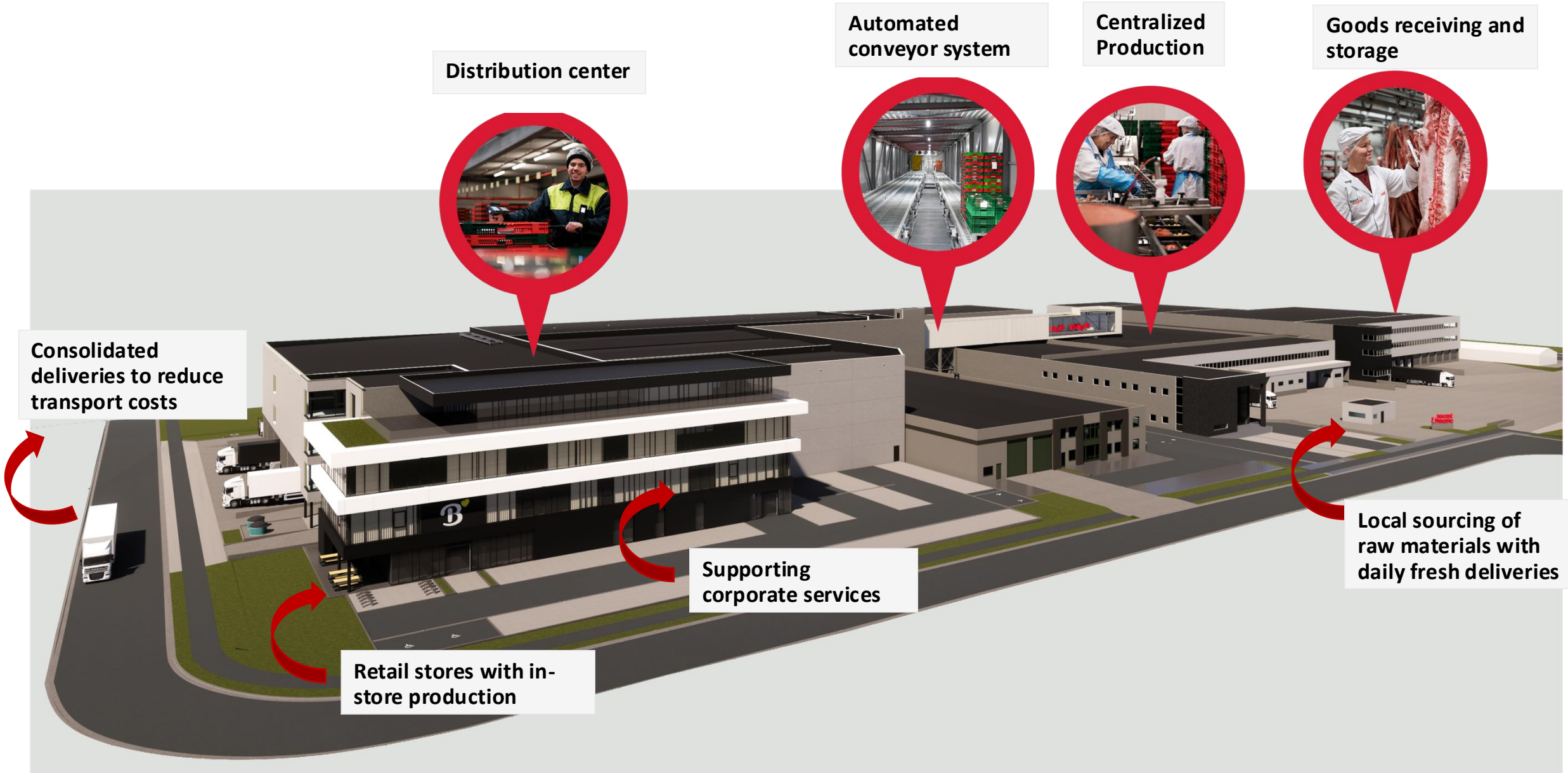
Tom Vandenberghe
Head of Strategy & Transformation



Sophie Lips
HR Manager

Meat&More | Together for carefree meals

Technology and craftmanship hand in hand



HR Digital transformation | Meat&More

Our context brings complexity

meat&more site Aalter

Productie
Logistiek
Transport
Verkoop

Support
Boekhouding
Marketing
IT
Kwaliteit
...

350 employees | **180 employees**

B2C

BonAp With integrated Buurt slagers

65 standalone meal stores
700 employees

B2C

Supermarkets

140 shops
500 employees

Buurt slagers

Shop-in-a-shop for Delhaize, Carrefour, Okay, Spar, …

DELHAIZE Carrefour OKay SPAR

B2B

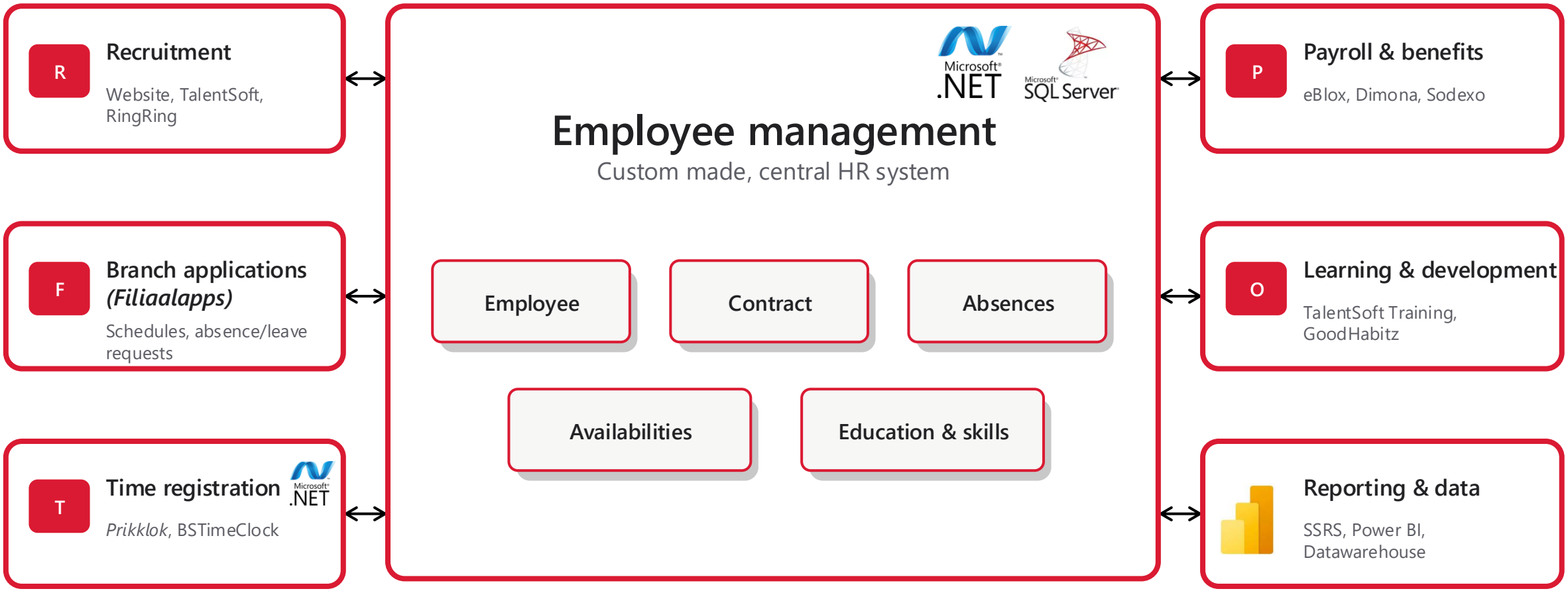
Wholesalers



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HR Digital Transformation | HR landscape

As Is - HR landscape (fragmented, outdated and difficult to scale)



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HR Digital transformation| What is our goal?

GROWTH

- Software that grows with the **organisation**
- Software that is **up to date and compliant**

PRODUCTIVITY

- Centralised **HR-data**
- Data-driven decision making as part of our **HR strategy**
- More efficient **workforce planning**
- **Automatisation** and **integrations**

EMPLOYEE SATISFACTION

- Employee has **digital access to his employee file and documents** in 1 tool, at any time
- Employee data are **safe, reliable and compliant** with GDPR guidelines
- **Schedule/planning** can be consulted digitally in the app

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HR Digital transformation | Scope





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HR Digital transformation | Implementation

Integrated HR suite & workforce planning tool

Profound analysis of AS IS and TO BE translated into RFP

Challenge: T&A

SAP SuccessFactors, Ortec and Flexso as an implementation partner

Kick off HR Digital transformation Jan 2025

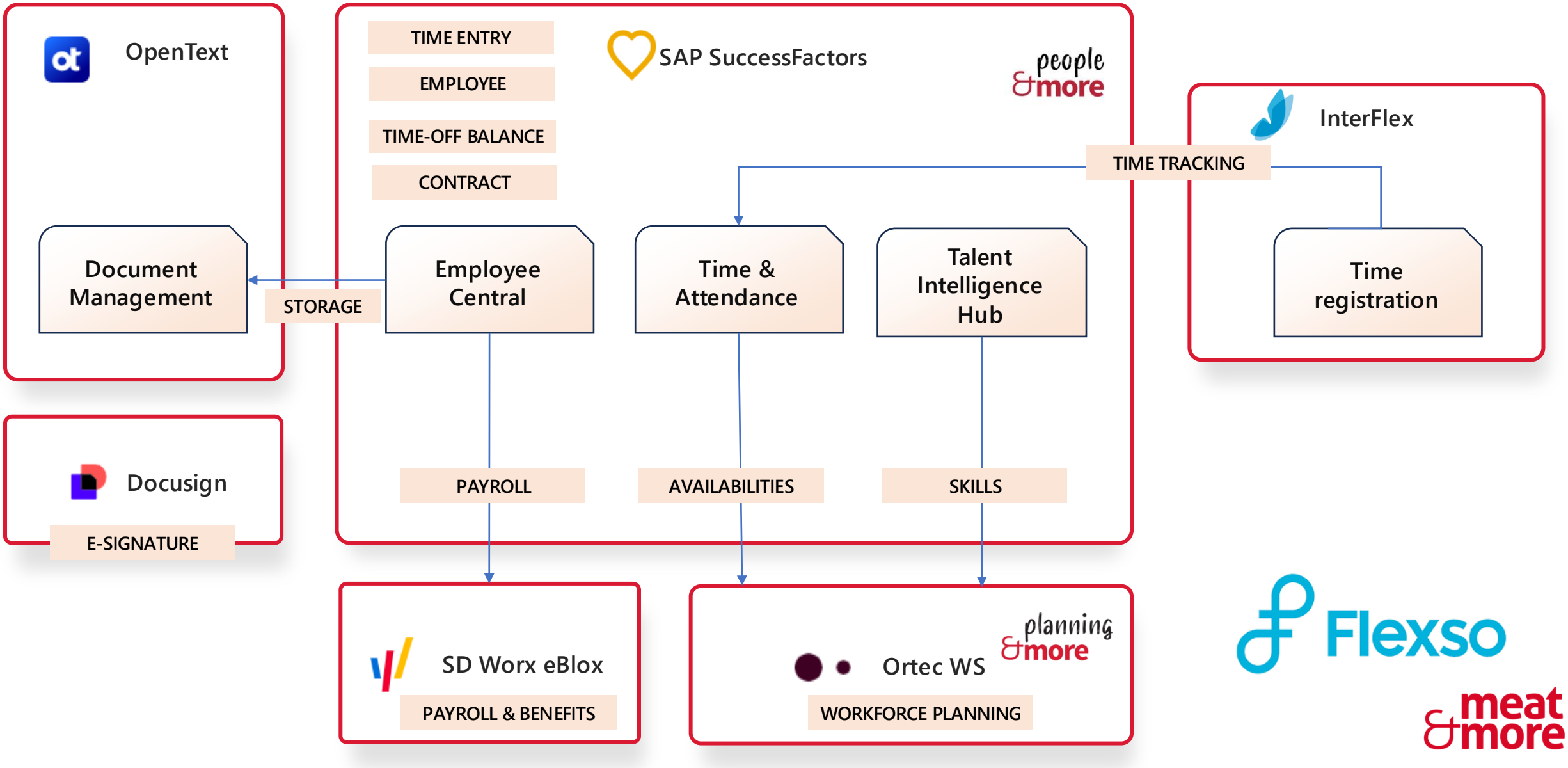
SAP SuccessFactors

Flexso

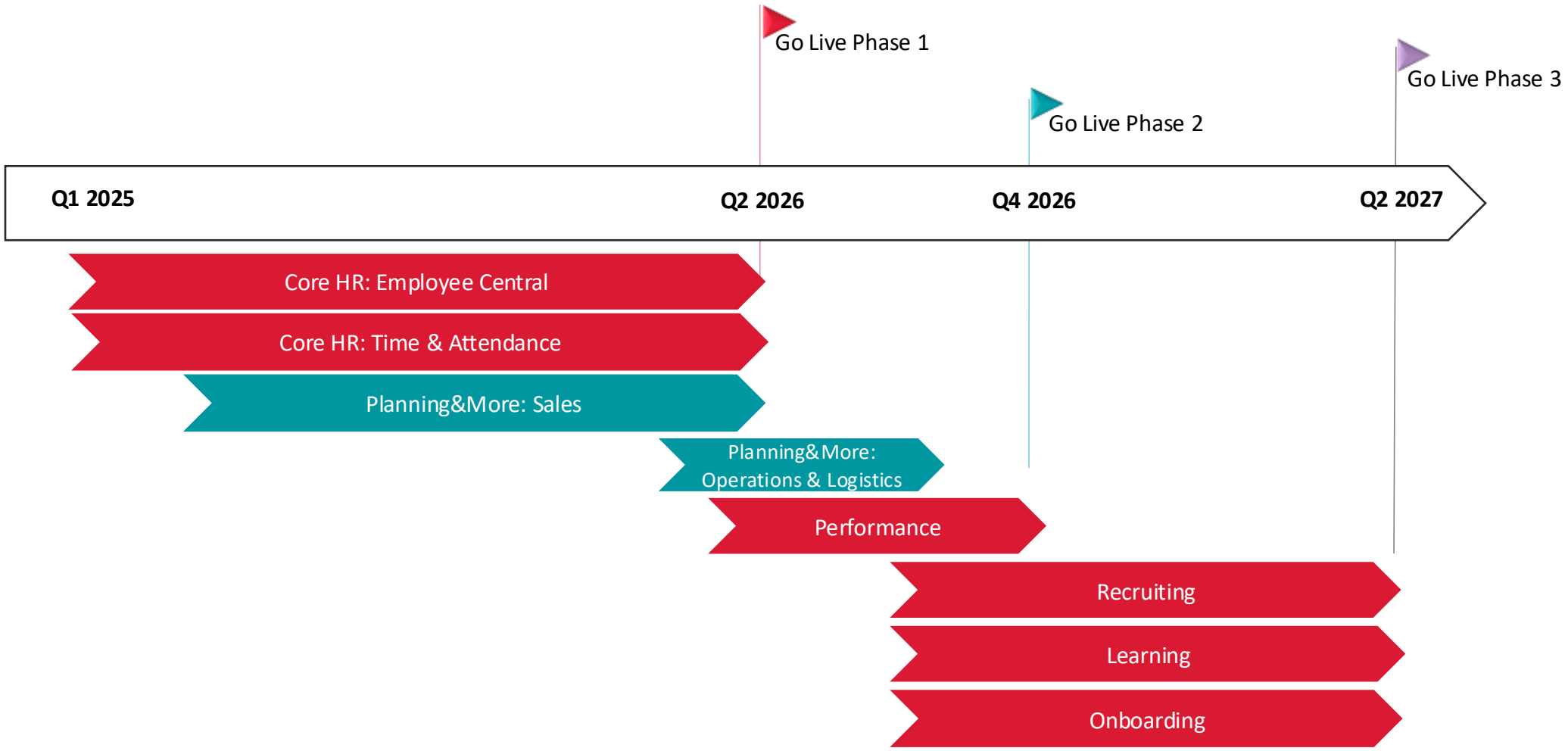
Fit with our requirements
End-to-end solution
Applicable in every business segment
Integrated HR suite in combination with workforce planning tool

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HR Digital transformation | Implementation Phase 1



HR Digital transformation | Planning – what's next



HR Digital transformation | Change management

- **Project & HR team**
  - Dedicated Change Manager
  - Clear sponsorhip within the firm
  - Milestone meetings with entire project team
  - Monthly newsletters
  - Division team meetings



HR DIGITALE TRANSFORMATIE — APRIL 2025

NIEUWSBRIEF #4

Met deze **maandelijkse** nieuwsbrief houden we jullie graag op de hoogte over de laatste ontwikkelingen en de volgende stappen binnen de **HR Digitale Transformatie**. Ontdek hoe we samen de HR-toekomst van Meat&More digitaal vorm gaan geven

In deze editie:
De IT-helden | IT-Update | Vriendenboekje

TO DO APRIL

ANALYSE + BOUW

Drukke tijden in People&More-land! Terwijl we voor de ene track nog bezig zijn met analyse workshops, is voor de andere track de configuratie al volop gestart:

EMPLOYEE CENTRAL
Flexso is gestart met de configuratie van People&More. Aan de hand van ons **Workbook** (lees: Excel met alle datavelden van een medewerker die binnen People&More opgeslagen worden) gaat Flexso aan de slag. In mei zal de eerste versie getest worden. Achter de schermen worden **testscenario's** opgemaakt en wordt data verzameld om een eerste **datamigratie** uit te kunnen voeren.

TIME & ATTENDANCES
Tikkingen, afwezigheden, tellers, nog meer tellers, ... Tijdens de **analyse workshops** denken we na over hoe we de huidige processen kunnen uniformiseren en standardiseren.

IT TRACK
Een uitgebreid verslag van IT kan verderop teruggevonden worden.

DE IT-HELDEN

Zonder een ijzersterk IT-team is deze HR Digitale transformatie verloren. Hoe ziet ons IT-projectteam eruit en hoe draagt hun rol bij tot een succesvol project?

Wouter | Business Lead IT
De helikopter: houdt overzicht, vliegt in bij grote beslissingen en zorgt dat de juiste mensen op het juiste moment klaarstaan. IT-sparringpartner van de projectleider en aanspreekpunt voor IT topics binnen (en buiten) het project.

Joeri | Domein Architect
De kaartlezer: bewaakt het grotere plaatje en zorgt dat alle puzzelstukken op lange termijn blijven passen. Kijkt vooruit, maakt slimme keuzes in technologie en leveranciers, en houdt ons future-proof.

Dennis | Software Architect
De koppelingstovenaar: zoekt uit hoe systemen het best samenwerken en zorgt voor slimme, stevige integraties. Diepteduiver in het design en kwaliteitsbewaker van de technische uitwerking.

Arne | Analist
De speurneus: graaft in de 'as-is' en onderzoekt wat de 'to-be' betekent voor het IT-landschap. Brengt functioneel-technisch inzicht mee en verbindt HR en IT in designworkshops.

HR Digital transformation | Change management

- **Employees**
  - ‘HR in the pocket’ campaign
  - Communication on SharePoint and e-mail
  - Multiple touchpoints and visuals across the company for all employees
  - News & More (company magazine)



HR Digital transformation | Change management

01

Role-based Training before go live

- Iterative training of our payroll team
- Information and practical training for the customer service center
- Classroom training for blue-collars, focused on account installation
- Classroom training for retail employees across Belgium, focused on planning and more

02

Tailored Support after go live

- Ticketing platform for questions
- HR and IT present during lunch hours for blue-collars
- Extra training depending on needs and shift hours

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HR Digital transformation| Impact After Phase 1

HR

- Scalable software that grows with the **organisation**
- **No more double input** thanks to integrations
- **No more manual calculations** thanks to automisation
- Software that is **up to date and compliant**

BUSINESS

- Centralised **HR-data**
- Digital acces to real-life **reporting**
- **Less administration** for our managers
- More efficient **workforce planning**

EMPLOYEE

- **Digital access to the employee file** at any time (e.g. to request leave)
- Digital access to **organization chart** and ‘who is who’
- **Schedule/planning** can be consulted digitally in the app

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HR Digital transformation | Lessons learned

SuccessFactors as a solution = a new way of working for Meat&More

01

Clear ownership

Roles, ownership and expectations were defined from day one

02

One team

HR + IT + Flexso + ORTEC worked as a single team

03

Business on board

The business stayed involved from start to finish

04

Change management

A strong change management plan is the key to adoption

HR Digital transformation | Lessons learned

Our recommendations

01

Watch the scope

Keep a close eye on scope creep once the project has started

02

Policy first

Settle any policy changes before implementation starts

03

Reporting clarity

Separate operational from management reporting and capture those requirements during design


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Buurt
slagers


Wij zijn
Bordgenoten