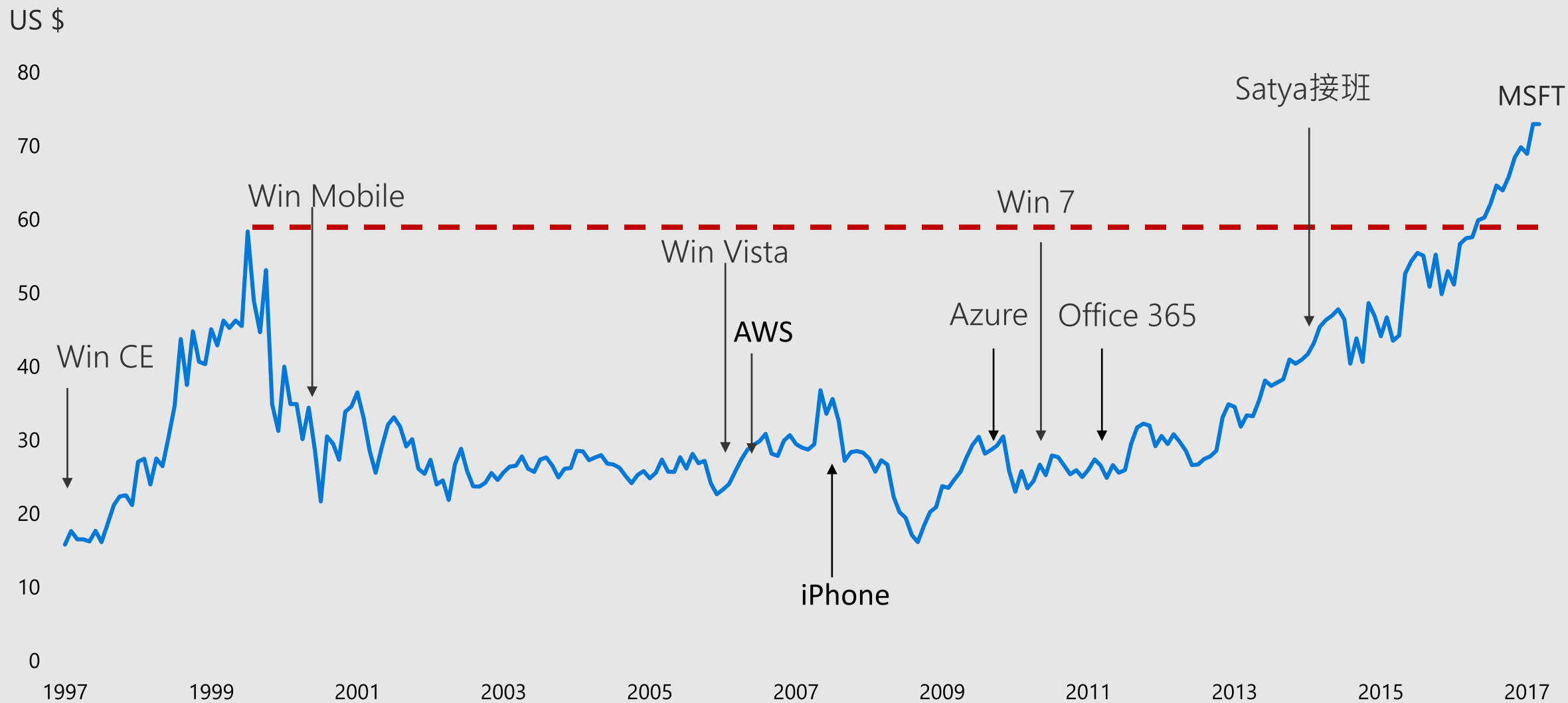




人資管理數位革命

Microsoft 365 行銷事業部
行銷產品經理 邱盈緻

微軟那些年

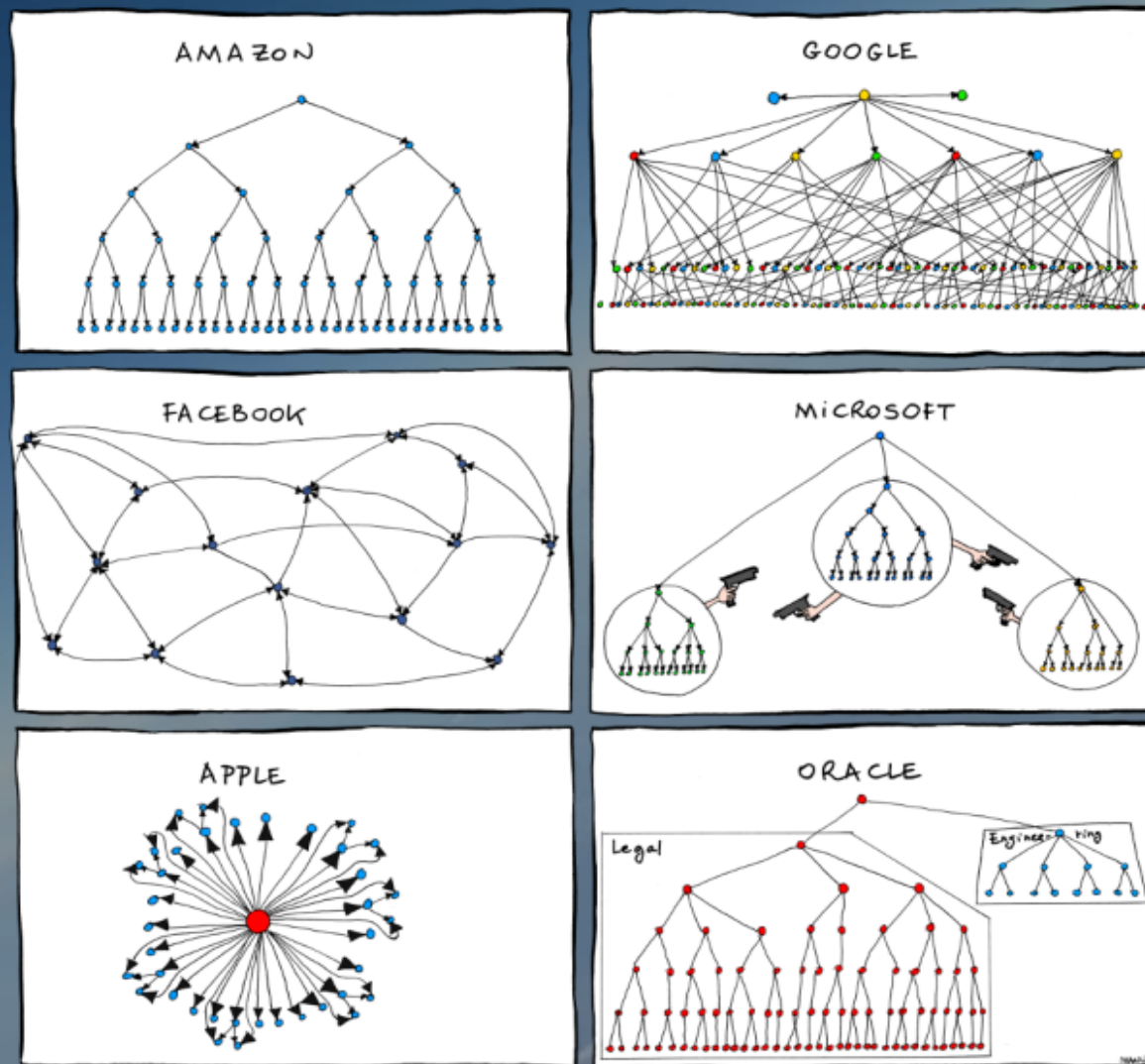


A photograph of three Microsoft executives—Bill Gates on the left, Satya Nadella in the center, and Steve Ballmer on the right—standing in front of a large, diverse crowd of people. Many in the crowd are holding up their smartphones to take pictures or videos. The scene is brightly lit, suggesting an indoor event or conference. The text is overlaid on the center of the image.

「我們的行業不尊重傳統，
只尊重創新。」

SATYA NADELLA
微軟執行長

Microsoft 的文化 (Before)



14860

微軟如何改變文化？ 實際上如何做？



Microsoft

Microsoft 的文化 (New) - 成長心態

成長心態



必須滿腦子都是客戶

尋求多元性和包容性

只有一個微軟



改變文化

組織如何**更靈活**
以因應市場需求？

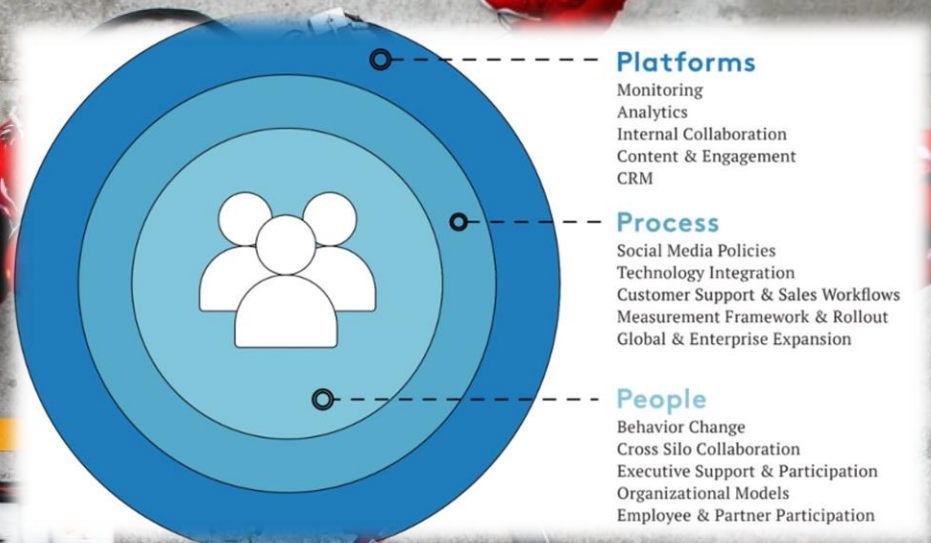
需要改變或捨棄
甚麼**舊習慣**？



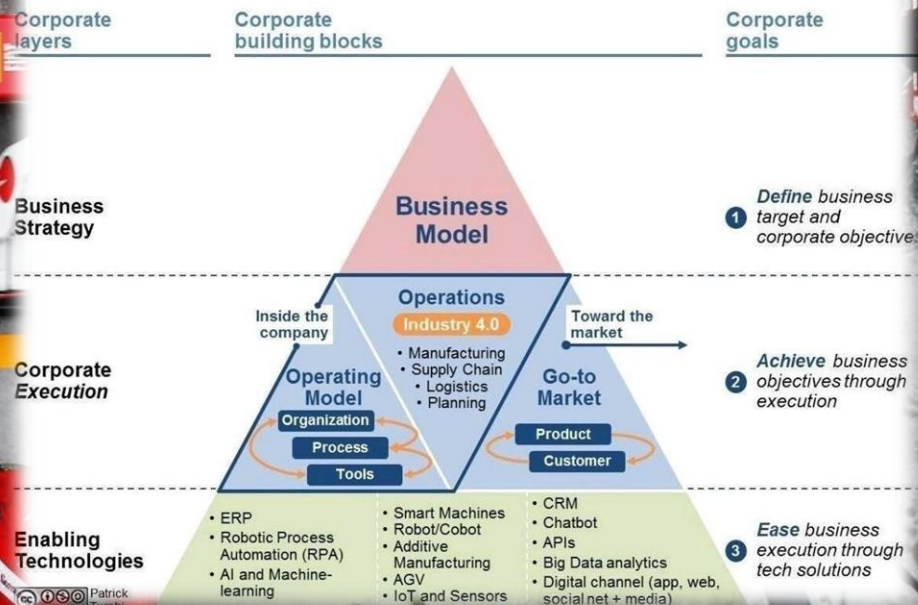
1950 INDIANAPOLIS 500

轉型的三大要素

1. 人才
2. 流程
3. 平台

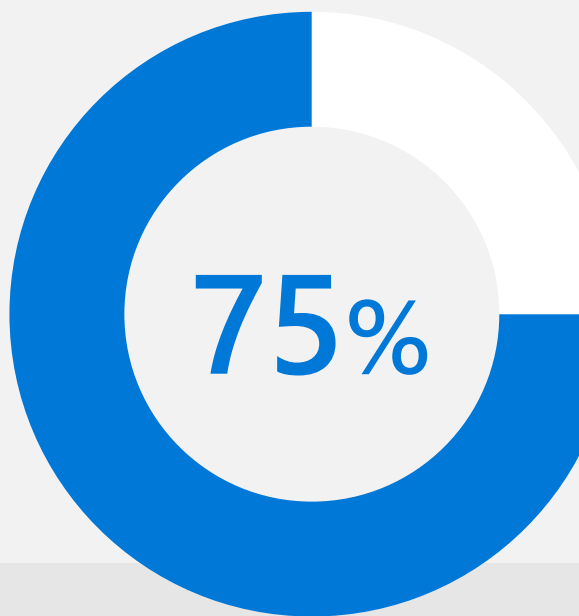


The Digital Transformation pyramid

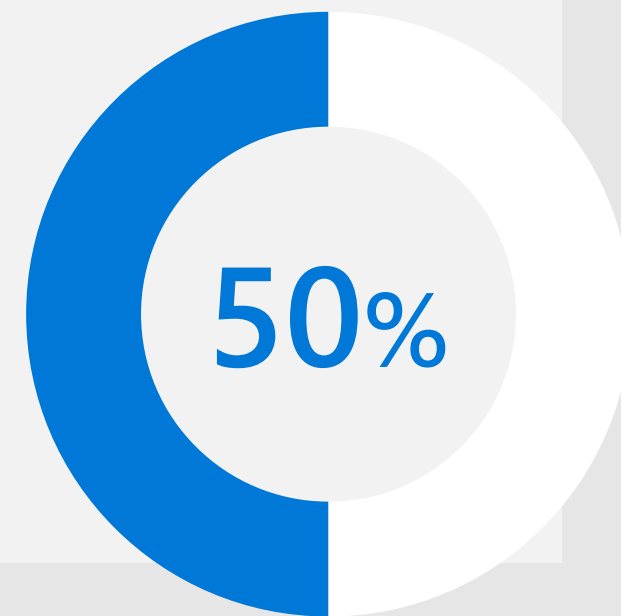


儘管轉型頻繁發生，卻多以失敗作收的原因

75% 組織正在轉型以跟上
迅速發展的世界的步伐



50% 轉型因為人們的行
為沒有改變而產生結果



文化變革 + 數位工具 加速企業轉型



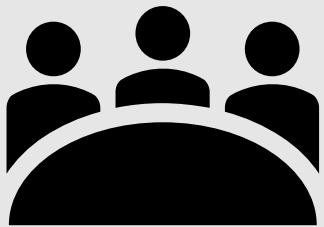
團隊協作平台
提升專案效率 加強企業凝聚力



職業培訓 協助員工成長



運用數據 提升組織效率



團隊協作平台 提升專案效率 加強企業凝聚力

結合視訊會議平台，
可召開小組會議也可私訊

不同團隊，不同專案，一手掌握

對外專案也能於單一平台討論

The screenshot displays the Microsoft Teams interface. On the left sidebar, the 'Calls' icon is highlighted with a red box. The main chat area shows a conversation with 'General' channel, including meeting end notifications and a message from Elsie Chen. A dropdown menu is open, showing guest users like 'ASG 集團 (Guest)' and '台灣微軟 (Guest)'. Red arrows point from the text annotations to these specific UI elements.

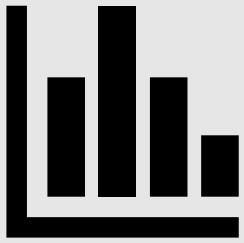


職業培訓，協助員工成長

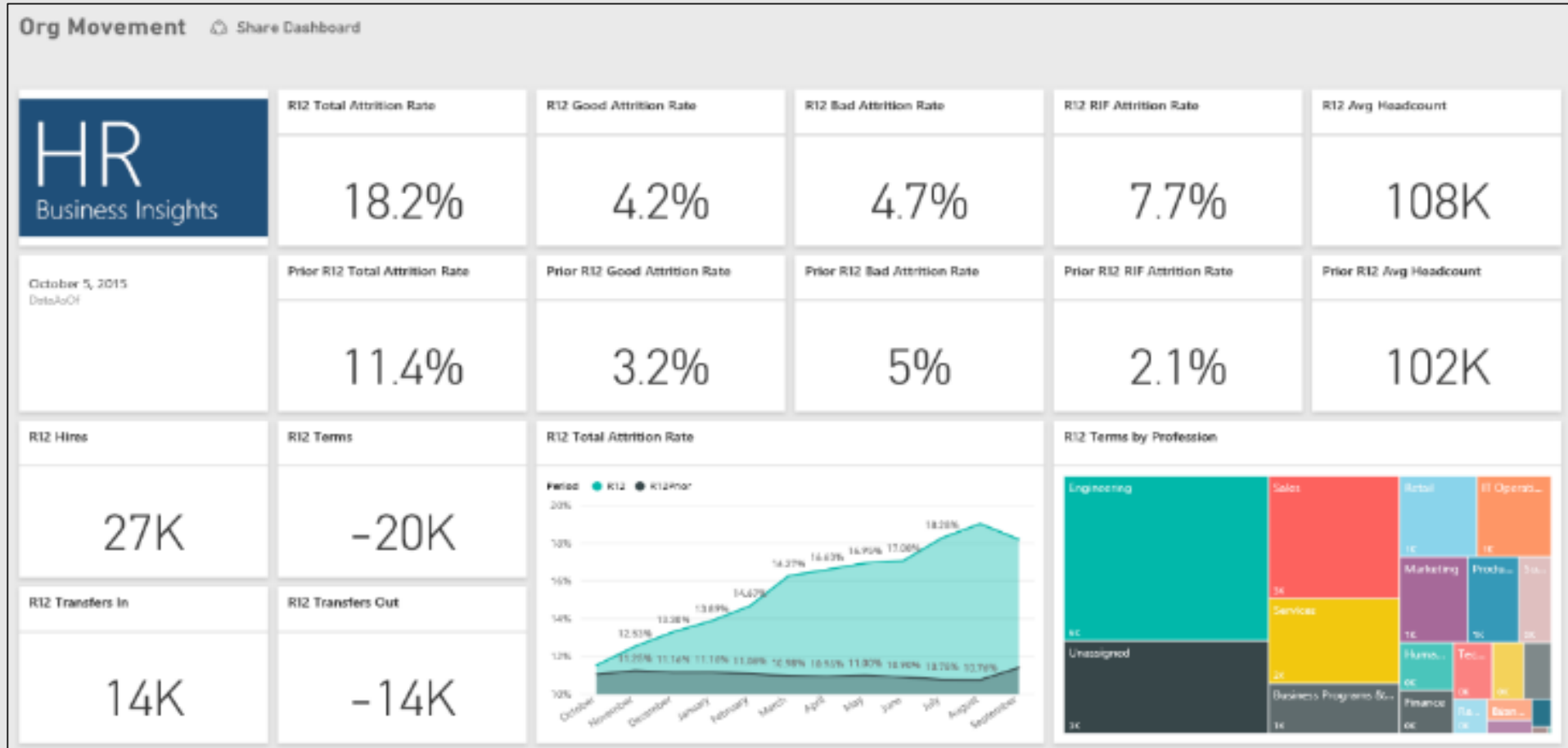
針對職務專屬的必修員工培訓課程

針對職務專屬的建議課程

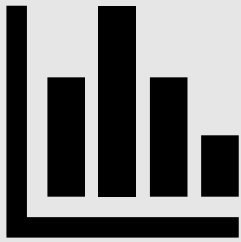
結合外部平台的學習課程



運用數據 提升組織效率



Microsoft 365 – HR Business Intelligence

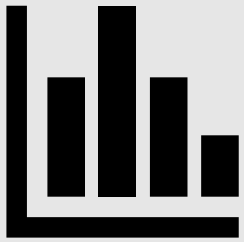


運用數據 提升組織效率

The screenshot displays the Microsoft 365 My Analytics dashboard. The browser address bar shows the URL <https://msit.delve.office.com/?v=analytics>. The dashboard is titled "MyAnalytics" and includes a "Share" button. The main content area is divided into several sections:

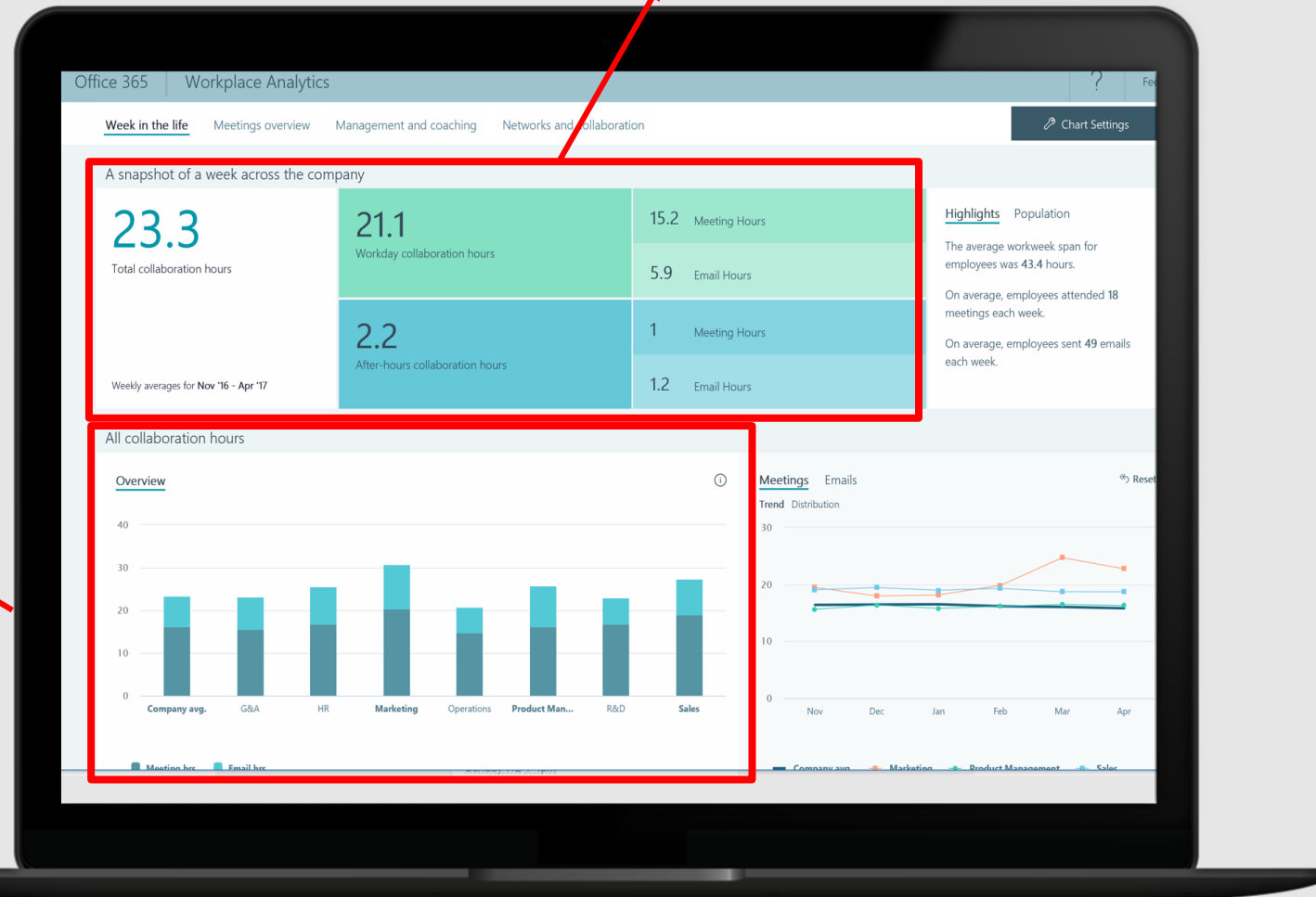
- Your time:** A section with the subtitle "Your stats are based on your email and calendar" and a "Learn more" link. It contains four cards with progress bars and "Edit goal" links:
 - Meeting hours:** 4 hrs, Goal < 10 hrs.
 - Email hours:** 6.8 hrs, Goal < 10 hrs.
 - Focus hours:** 41 hrs, Goal > 10 hrs.
 - After hours:** 2.3 hrs, Goal < 3 hrs.
- Insights:** A section titled "1 of 2 Insights" with a blue circular icon. The text reads: "During work hours, you read 73 emails within 30 minutes of receiving them last week. That's 62.4% of emails read during work hours." Below this, it suggests: "To minimize work interruptions, try checking your inbox once an hour. If that works well, try upping your time to once every two hours. Discover how much focus you can get back." There is a "Why we showed you this" link and a "Was it helpful?" feedback option.
- Network:** A section titled "Your time investments" with a "Map" toggle and a "List" view. It shows a network graph with nodes for "Grace Chou", "SSPAHelp", and "Na Yang". The graph is divided into three time investment categories: "1 hr 15 mins - 30 mins", "30 mins - 15 mins", and "Under 15 mins". A "Search to add" box is present. Below the graph, there is a "Grace Chou" node with an "Add to important" button and a "Last week collaboration" note.

Microsoft 365 – My Analytics



運用數據 提升組織效率

科學化數據洞察組織生產力



以數據洞察團隊協作效率
尋找企業內部孤島

