

Transforming HR to Drive a One-Team Approach

Company Name: Goodyear
Industry: Manufacturing
Revenue: \$3.6 billion
Employees: 72,000



Mission-critical priority

Build a centralized, one-team approach with a center of excellence (COE) doing design, country team doing delivery and HR business partners taking care of the more technical and transactional services across teams.



How Gartner helped

- **Gartner supported Goodyear** in moving toward a more centralized approach that consisted of the COE and business partners working together.
- **Goodyear leveraged advice, business cases, webinars, peer insights and research** provided by Gartner experts to get an outside-in perspective on its HR competency model and incorporate lessons from various HR peers from other organizations into its own profile.



Outcome

With the support of Gartner, the VP was able to recover cost savings even with some budget constraints by:

- **Leveraging multiple experts** on different topics backed with peer solutions examples, with the opportunity to have control
- **Moving the needle fast** and acting toward a “one HR team” approach, driving more of the same people agenda and aligning processes and shared purpose across the team
- **Understanding where to focus and where to prioritize:** Tools such as HR Score helped to prioritize where to move resources

“Without Gartner’s help, it would certainly have been difficult to bring a laser focus on the areas that we wanted to work on and prioritize, and it gave us the opportunity to make a greater impact by doing less things.”

Damien Schrobiltgen, VP HR, Asia Pacific, Goodyear