

Transforming the HR Function

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



Mission-critical priority

Transforming the HR function to deliver more impact, as the organization transitions from a manufacturing type of business to a provider of mobility solutions.



How Gartner helped

- **Gartner supported Goodyear's** HR function through many business transformation challenges to improve the HR function.
- **Gartner tools** such as the **HR Score** to sense check how the HR function is progressing, and **HR Value assessment**, to gain business feedback how they perceive HR.
- **Gartner research, case studies, benchmarks, methodologies** helped the VP gain an outside in perspective, and bring new ideas to the table.



Outcome

With the support of Gartner, the VP was able to:

- **Improve time savings-** rather than doing it yourself, Gartner offers a nice equation of subject matter expertise, benchmarking, research.
- **Gain immense cost savings** - one quick call to a few experts to own initiatives and drive internal capability.
- **Understanding where to focus and where to prioritize:** Tools such as HR Score and Value assessments helped to prioritize where to move resources.

“Gartner offers a nice equation of subject matter expertise, benchmarking, resources available to you and being able to pivot and change to what the business needs”

Damien Schrobiltgen, VP HR, Asia Pacific, Goodyear