

HR Function Transformation and Improved Employee Experience

Company: Sammons Financial Group
Industry: Banking
Revenue: Approx. \$11 Billion
Employees: 1,000



Mission-critical priority

Anne Cooper, new-to-role CHRO at Sammons Financial Group, was tasked with delivering a world-class employee experience and supporting the organization's future growth aspirations by transforming the HR function.



How Gartner helped

The client used:

- **Gartner research and Executive Partner Guidance** to accelerate assessment of the current function
- **Strategic Workshops facilitated by the Gartner EP** to align the people, systems and processes required to create a frictionless employee experience



Outcome

With support from Gartner for HR, the client:

- **Confidently built and refined** a business-aligned HR strategy based on objective, research-driven data
- **Gained Board/CEO approval** on increasing investments in employee experience initiatives
- **Transformed the HR function** from an administrative to a progressive HR function