

## Key Contacts



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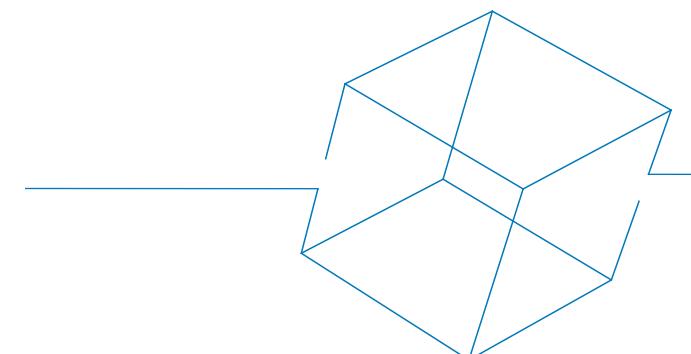
## About Atos

Atos is a global leader in digital transformation with approximately 100,000 employees in 73 countries and annual revenue of around € 12 billion. European number one in Big Data, Cybersecurity, High Performance Computing and Digital Workplace, the Group provides Cloud services, Infrastructure & Data Management, Business & Platform solutions, as well as transactional services through Worldline, the European leader in the payment industry. With its cutting-edge technologies, digital expertise and industry knowledge, Atos supports the digital transformation of its clients across various business sectors: Defense, Financial Services, Health, Manufacturing, Media, Energy & Utilities, Public sector, Retail, Telecommunications and Transportation. The Group is the Worldwide Information Technology Partner for the Olympic & Paralympic Games and operates under the brands Atos, Atos Consulting, Atos Worldgrid, Bull, Canopy, Unify and Worldline. Atos SE (Societas Europaea) is listed on the CAC40 Paris stock index.

Find out more about us

[atos.net](http://atos.net)

## Digital Transformation



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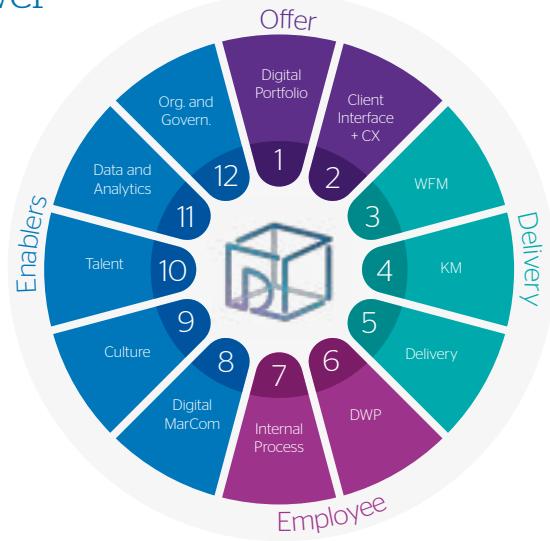
Trusted partner for your **Digital Journey**

**Atos**

# Process

At the beginning of 2018, the Global CDO was appointed to drive digitalization and help achieve three strategic goals: an excellent **Customer Experience**, a highly engaging **Employee Experience**, and best-in-class **Operational Efficiency**. To build the **Digital Transformation Plan**, the Digital Office team performed an exhaustive design exercise to identify the key strategic programs that the company needs to address moving forward. In this design phase we consolidated key takeaways from interviews with ExCom & Senior Leaders, ideas from Atos colleagues in the field, perspectives from our clients, as well as external viewpoints from partners, analysts, and vendors. The results of this phase were key inputs for a working session with the Executive Committee in August 2018 that guided us to the first set of 1+5+16 strategic Digital Transformation projects. These are the projects presented in this document, set to be completed before the end of 2019.

## Flower



All the ideas, and subsequent proposed projects, are mapped and structured across **12 “Petals”** (in an overall “**Flower**” structure). Each petal belongs to one of the four domains that the group has considered strategic to fulfill the objectives of the digital transformation for the entire corporation:

**Offer** - All the activities related to our customers, the way we interact with them, our various innovative and strategic offerings, and how we become a more valuable partner for our clients' business and growth.

**Delivery** - Projects that are set to transform how Atos operates its day-to-day, helping to provide efficient and optimized results to our customers.

**Employee** - This domain includes all projects that are focused on improving the Employee Experience and engagement.

**Enablers** - All initiatives that the organization will implement to support and facilitate the changes needed for a successful Digital Transformation.

# Projects

Key, strategic initiatives that have been prioritized in order to fulfill the first steps into the Digital Transformation of Atos. They are divided into three groups:

**5**

## Quick Wins

Projects that, due to their tactical nature and expected immediate impact, are set to start presenting results during H2 2018

**16**

## Strategic Projects

Additional projects that are critical for the success of the program and are set to be completed by the end of 2019

**1**

## TAMARA

Development of the “Time and Material (T&M) Agile Resource Allocation” platform to transform a key Workforce Management (WFM) process in Atos

## 5 Quick Wins

● Offer ● Delivery ● Employee ● Enablers

### 1. Profile Matcher

Use machine learning algorithms to automatically screen candidates based on predefined criteria and identify best matches.

### 2. Engage

Internal “gig economy” platform that enables the direct engagement of employees in short- and long-term job opportunities, providing incentive mechanisms in a gamified ecosystem.

### 3. Mobile Digital Workplace

Mobile version of the employee portal integrated with other mobile features – accessible anywhere.

### 4. Employee Portal 2.0

Integrate all employee-facing tools into one single portal with a consistent interface.

### 5. Startup Acceleration Partnerships + M&A

Digital acceleration program that sets governance and engagement mechanisms to identify and attract startups, establishing efficient collaborations and partnerships.

# 16 Strategic Projects

● Offer ● Delivery ● Employee ● Enablers

1. IOT

9. SAP S/4 HANA

2. AI and Machine Learning

10. Contract Leakage Analytics

3. Cybersecurity

11. Contract and Legal Portal and Database

4. Blockchain

12. Hackathons and Virtual Bootcamps

5. RFP Digitalization

13. Agile Culture

6. Enterprise Customer Knowledge

14. Digital Labs as Co-working Spaces

7. Customer Collaboration Platform

15. Enterprise Datalake

8. Knowledge Academy

16. Verticalization and Consulting Client Interface

## TAMARA

Time and Material Agile Resource Allocation

### Highlights

- Agile development by the Atos Digital Team
- Aggregates and correlates information from multiple sources from Atos’ WFM, HR and Operations
- Facilitates on-the-fly identification of resources for T&M sales and enables effective communication to WFM for validation and immediate allocation
- Go live in October 2018

### Input

- Database with resources from around the world
- Detailing:
  - Office location / region
  - Profile (anonymized)
  - Professional experience and skillset
  - Declared availability (HR + pre-bookings)

### Key Features

- Daily processing of data to ensure refreshed information
- Profile search supporting keywords or documents
- Enhanced browsing using result matching, filters, and availability information
- Content-based suggestions to facilitate profile identification
- Simplified form to provide critical project information to support requests
- Tool-based requests directly shared with appropriate resource managers
- Information visible to end users pseudonymized to ensure privacy