

Strategy A-la-Carte



News Corp Australia
Intranets 2014 : Vikki Hsieh

The Guests



News Corp Australia



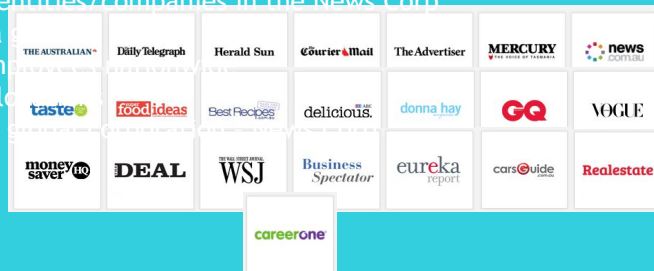
- News - national, metro & regional
- Sport
- Business Australia
- Local
- Lifestyle
- Automotive
- Careers
- Real estate
- Subscription TV

Over 23 entities/companies in the News Corp

8,500 employees

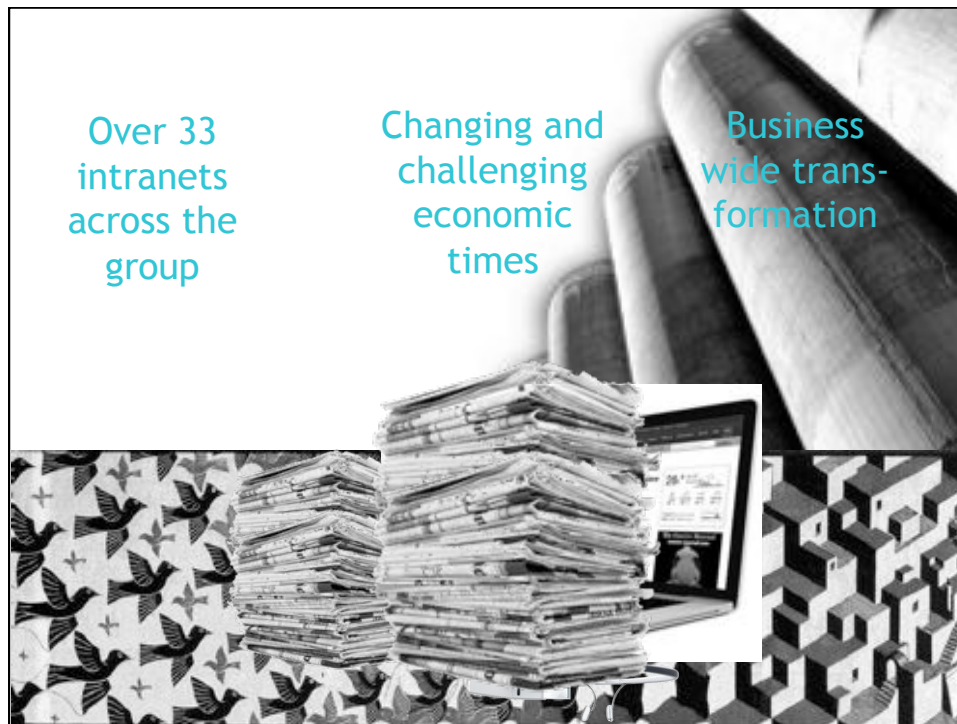
Over 90 languages

Part of a

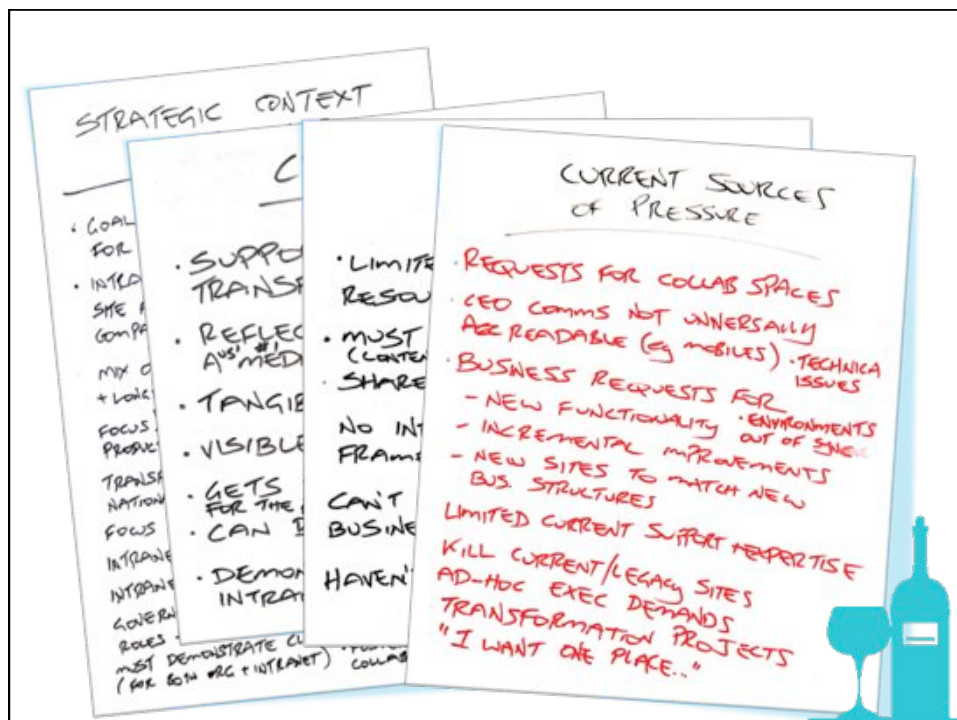


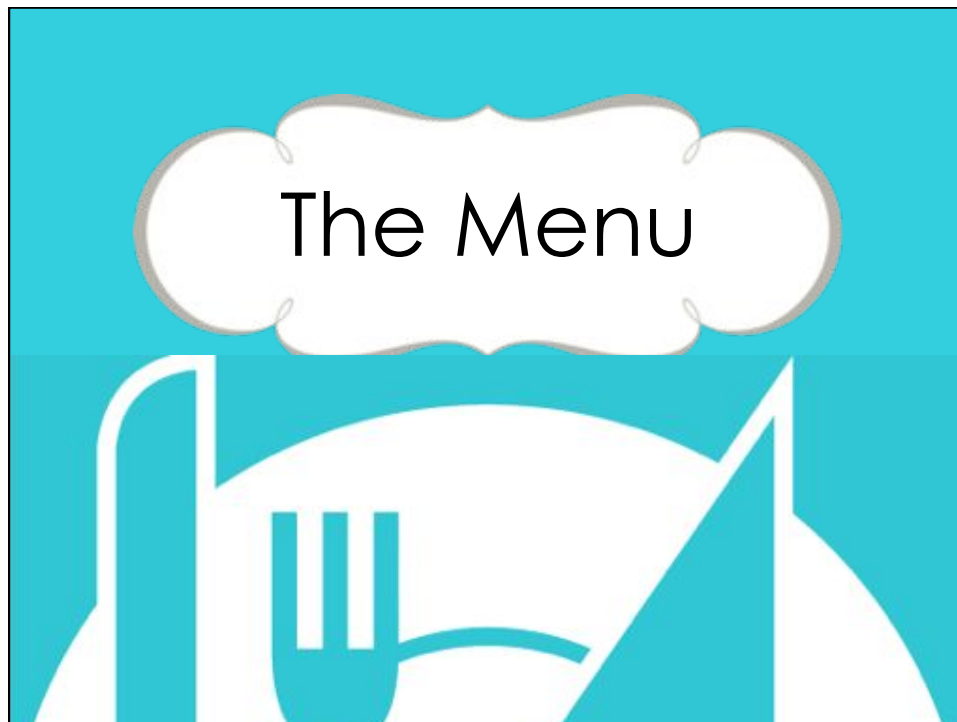
The Ingredients





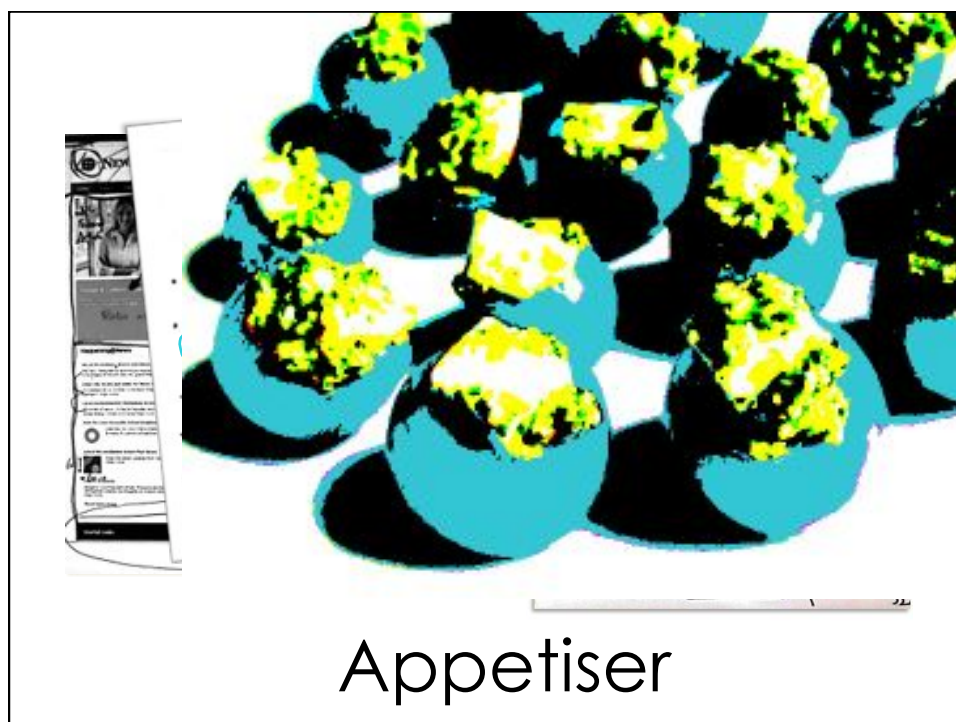
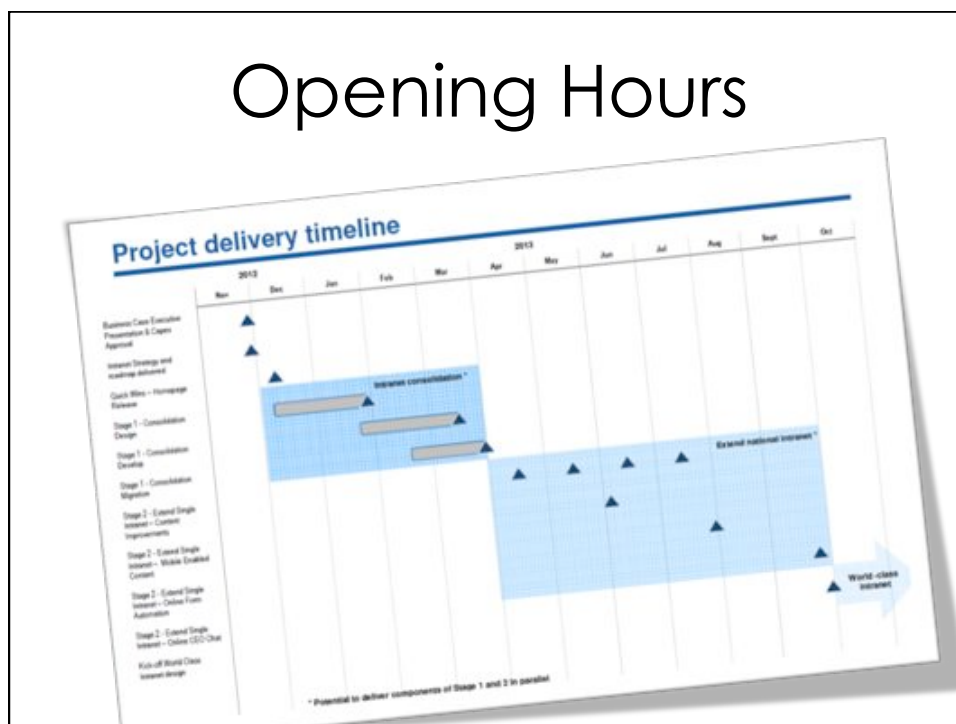
The Method





Our three stage roadmap		
1. Intranet consolidation	2. Extend national intranet	3. World-class intranet
<p>Consolidate existing News Limited intranet sites (19+) into the one national intranet that's used by all News employees.</p> <p>Outcomes</p> <ul style="list-style-type: none"> A single intranet for all employees All employees are routed through the one enterprise gateway All prior intranets are shut down reducing complexity, confusion and duplication of content BAU support model defined <p>Benefits</p> <ul style="list-style-type: none"> Aligns the intranet with the new organisational model Supports organisational change Lays the groundwork for the future Productivity gains through simplification <p>Costs and timeline</p> <ul style="list-style-type: none"> \$440k (10% contingency) November-March 2013 Ongoing internal capability to be reviewed 	<p>Deliver additional functionality, improve content for business and establish governance.</p> <p>Outcomes</p> <ul style="list-style-type: none"> National/local new delivery Enable content on mobile platform Commence online form creation Online CEO chat Improved content and establishment of intranet governance Business unit specific setup <p>Benefits</p> <ul style="list-style-type: none"> Strengthens internal communication Provides mobile access to content Delivers additional productivity gains Enables business units to take full ownership of the intranet <p>Costs and timeline</p> <ul style="list-style-type: none"> \$340k (10% contingency) April-September 2013 	<p>Deliver strategic intranet to support the business, relating to mobile, social, collaboration and business processes. Dependent on direction from PubCo.</p> <p>Outcomes</p> <ul style="list-style-type: none"> Advanced social and collaboration functionality Rich mobile functionality Paper based forms to intranet workflow Integrated business dashboards Integrated self service Enterprise search <p>Benefits</p> <ul style="list-style-type: none"> Delivers a strategic intranet solution for the business Establishes rich collaboration Delivers additional productivity gains <p>Costs and timeline</p> <ul style="list-style-type: none"> Project delivery team in place for 1 year Existing platform upgrade September 2013 onwards

Opening Hours



Appetiser



Entree	
About us	General News Limited content, including communications information I need to understand the organisation
Forms & policies	A library of all forms and policies. Items can be filtered by division, subject or alphabetically. Links to related content
Locations	Geographically specific content. Everything I need to know about our offices and work sites
Business tools	Functional content. Information I need to do my job
Working at News	Employment and performance Information I need to work at News Limited

Mains

Extend national intranet summary

STAGE 2: Extend national intranet		
AT-A-GLANCE	BENEFITS	DEPENDENCIES
<p>Deliver additional functionality, improve content for business and establish governance.</p> <p>SCOPE / OUTCOMES</p> <ul style="list-style-type: none"> Investigation and development of three online forms to deliver early benefits Establishment of governance and authoring community 	<ul style="list-style-type: none"> Strengthens internal communications Provides mobile access for staff, including reading internal news Demonstrates the opportunities for form automation on the intranet 	<ul style="list-style-type: none"> IT infrastructure work to enable mobile access Improvements to New Directory service and underlying data to allow automatic targeting of news based on business area and location Selection of appropriate tool to support online executive forum Technical capability to deliver simple online forms on current intranet platform
		COSTS & TIMELINE
	<ul style="list-style-type: none"> Reduced content reducing cognitive load on users Reduced duplication of search effort 	<ul style="list-style-type: none"> Starts (10% contingency) Starts immediately after conclusion of previous stage Delivered in September 2013

Leave form

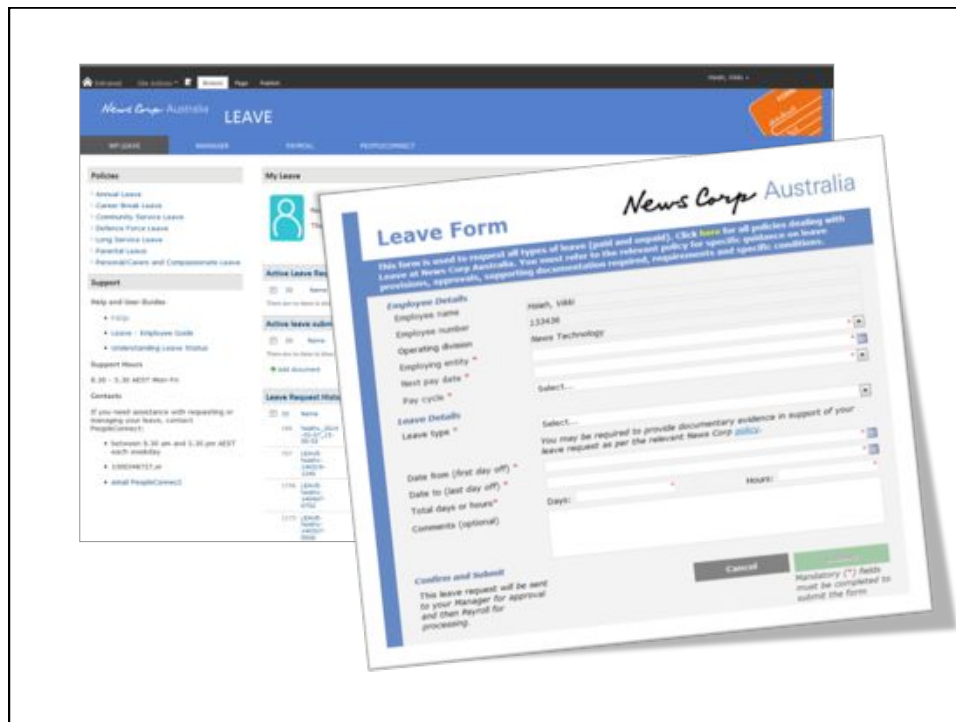
1. Manual processing was wide spread across News, owing to the decentralised nature and size of each business
2. A minority of businesses had deployed electronic leave as part of Employee Self Service solutions
3. News is currently investigating a fit for purpose enterprise tool

In the interim this electronic leave solution was developed to:

- Provide basic capabilities for requesting and approving leave
- Provide transparency of status of leave requests
- Remove the inefficiencies
- Reduce leave fraud

CRITICS REVIEW





Recruitment form

1. All roles (employees, contractors, replacements, new roles) require a Recruitment Approval Form (RAF).
2. 4 to 7 layers of approvals required
3. Process typically takes 4 weeks or longer

Online Recruitment was designed to:

- Enable electronic requesting and approval of RAFs
- Ensure consistency and completion of required data
- Provide transparency of status of all requests
- Flexible and visible approval process to accommodate business area variations



Status Change Form *News Corp Australia*

This form is to be completed when you require an offer of employment to be generated for an external candidate, or you need to make changes to an existing employee's position or employment details.
Inquiries can be directed to PeopleConnect by email at PeopleConnect@news.com.au or call on 1300 348 727

ID: 0 | Status: Draft

Change details

Select People Change type: Acting in another role

Your details

Name: Josh, Vikki
Employee number: 123
Operating division: division

(If any of your details are incorrect you can update these using a separate Position Change form)

Employee's position details

Current details		New details	
Position title	autoconnect	Click to copy current details to new details	
Division	autoconnect		
Role location	autoconnect		
Department / masthead	autoconnect		
Position number			
Leader name	Josh, Vikki		
Cost centre			
Engagement type	Select...		Select...
Attendance type	Select...		Select...
End date			
Hours per week			

Roster

Does employee work to a roster? Yes ☐ No ☒

Operational hours

Auto generated for 8:30am to 4:30pm, 4/2/14 View Print Close

Dessert

