



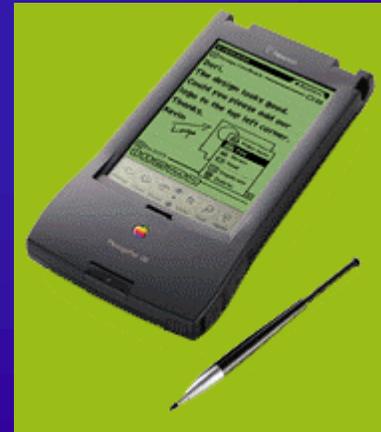
HR in Your Pocket

Using Changengine in the Real World

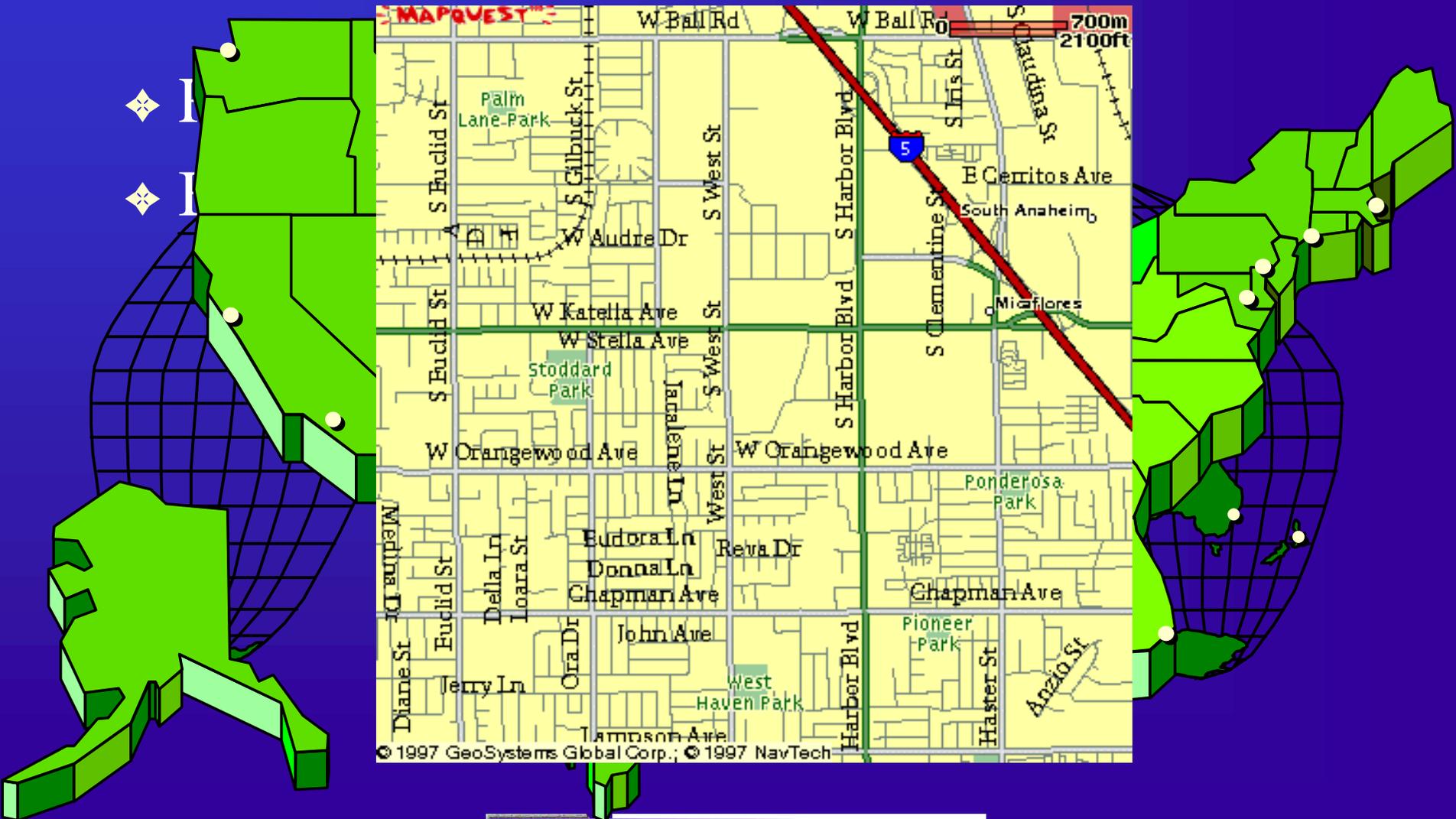
Susan E. Lokker
CODA Enterprises, Inc.
slokker@codagr.com

Introduction

- ❖ Time Misspent: If you knew what I knew
- ❖ It might lead to philosophy
- ❖ Case Study: The Apple Newton



Metaphors for Handhelds



Handhelds for Everystaff

❖ By Industry

- Utilities
- Finance
- Development
- Gas/Oil
- Manufacturing
- Medical

❖ By Application

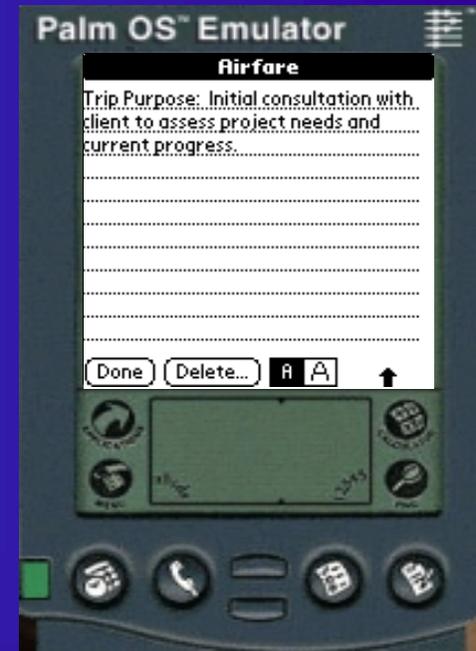
- Monitor Delivery
- Process Tracking
- Knowledge Mgt.
- Facilities Tracking
- Production Metrics
- Notational Capture

Portable

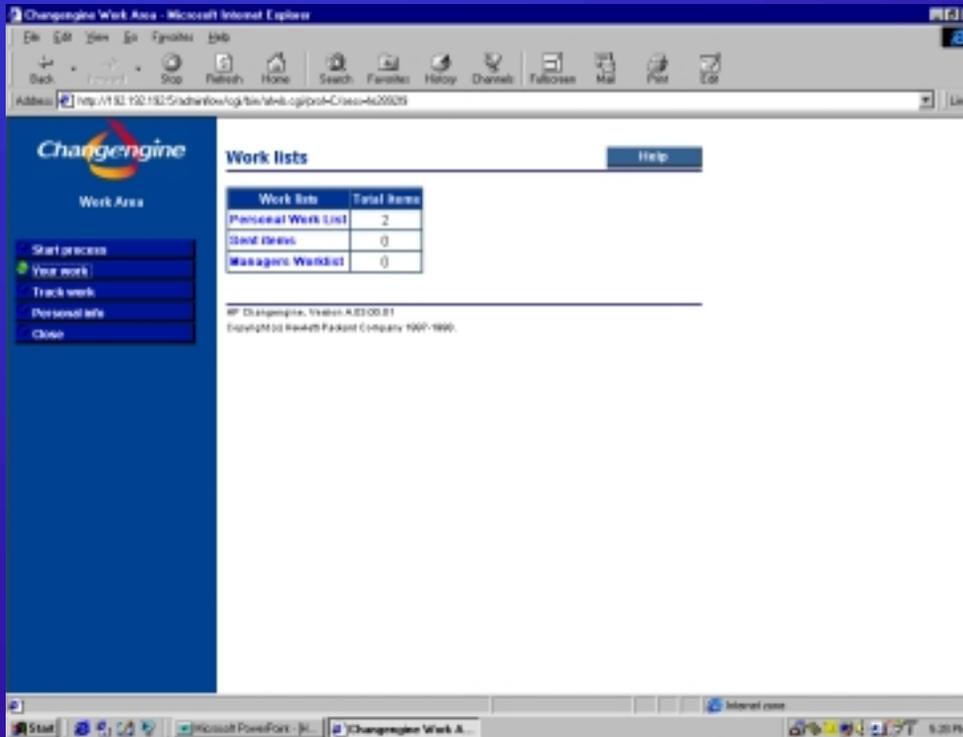
Interactive

Handhelds for Administration

- ❖ Process Participation
- ❖ Policy Distribution



Handhelds for Management



General Attributes

Hand Held Use in Industry

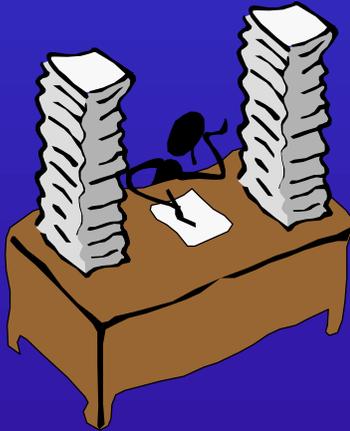
- ❖ Information Delivery
- ❖ Information Capture
- ❖ Process Participation
- ❖ Knowledge Capture

Challenges of Human Resources TNG

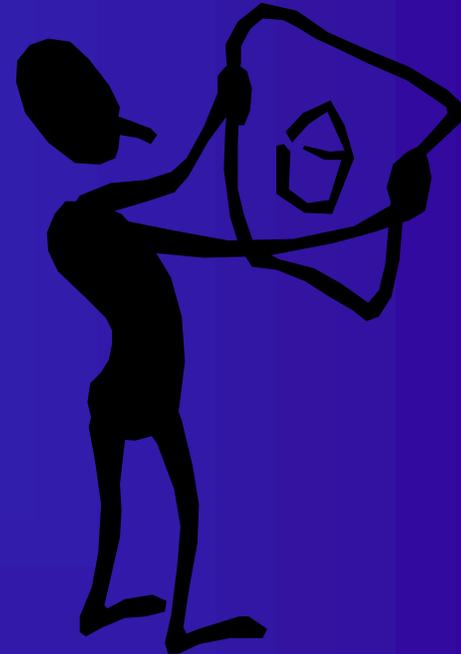
- ❖ Change Agent
- ❖ Strategic Partner
- ❖ Admin. Expert
- ❖ Employee Champion

Prerequisite for HR

- ❖ Are you making the transition?



- ❖ From Personnel Clerkship

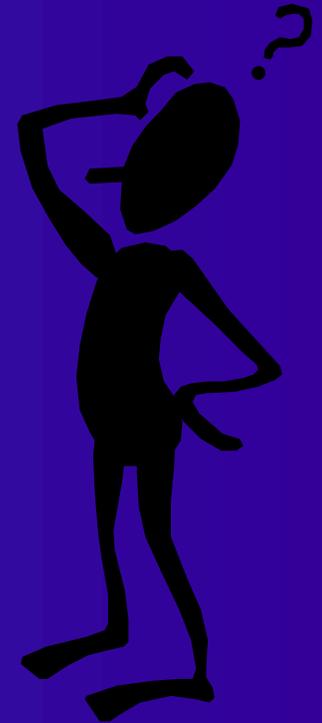
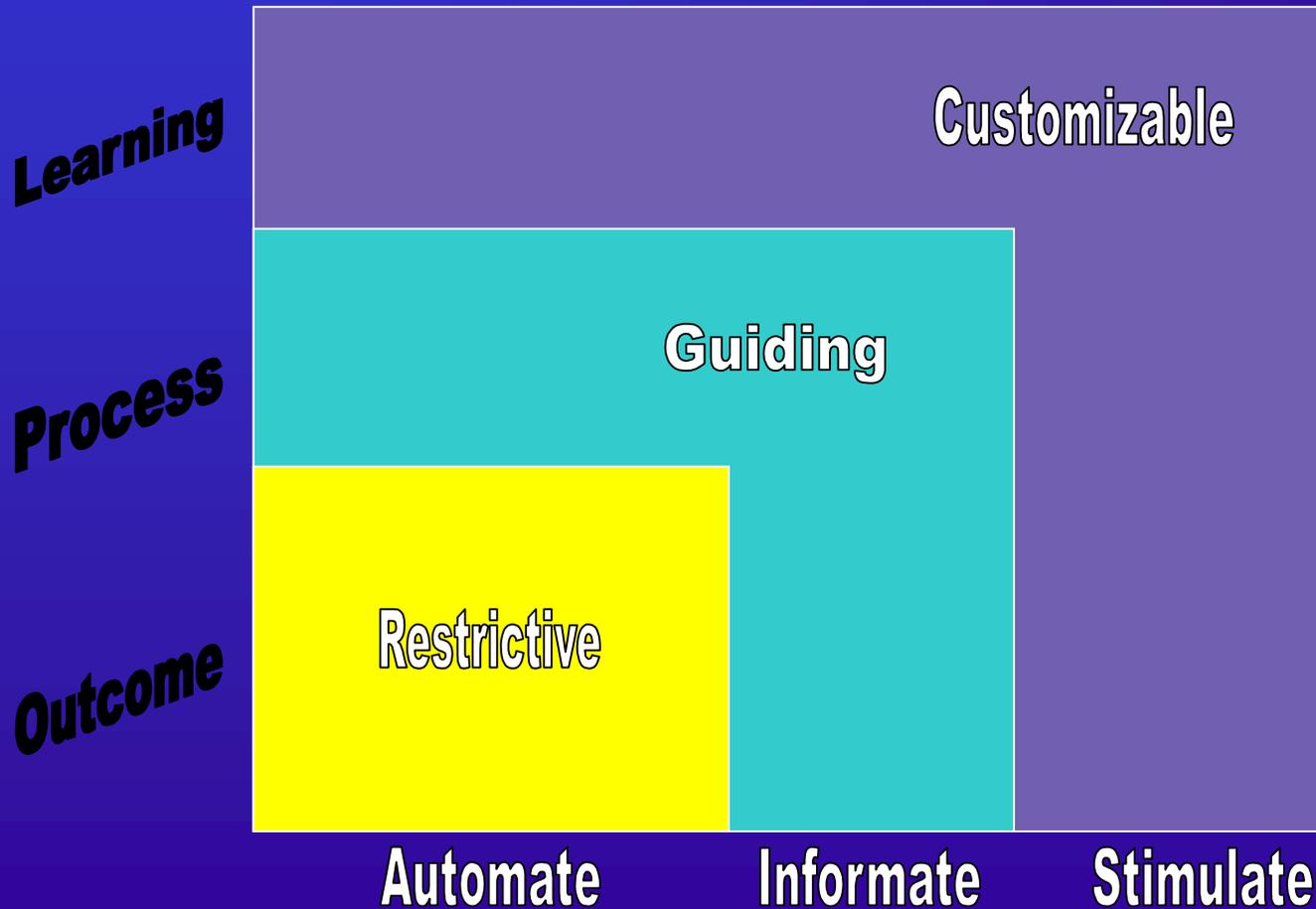


- ❖ To Executive Partnership

Handhelds for HR

- ❖ Peripheral benefits if other groups use PDA's
 - HR's 'specialized' knowledge can already be distributed
 - HR-centric processes need not be handled by an HR resource
 - Metrics generated by other groups and processes can be available to HR

Information Usage



HR Uses for Handhelds

- ❖ Thin Client Events
- ❖ Process Automation
 - Open Enrollment
 - Lifecycle Events
 - Requisitions
- ❖ Thin Client Events



Knowledge Management

- ❖ Legacy KM
- ❖ Explicit Knowledge
 - Summary Plan
 - Descriptions
 - Policy & Procedure
 - Office Location & Directories
- ❖ TNG KM
- ❖ Implicit Knowledge
 - Learned CSF's
 - Team Learnings
 - Repositories

Knowledge Artifacts

- ❖ Data Warehousing & Mining
- ❖ Information Filtering
- ❖ Complexity and Creativity

Handheld Implementation

- ❖ Anticipate Tomorrow's Needs
- ❖ Select PDA Platform(s)
- ❖ Select Deliverables
 - Static Data
 - Changeable Processes
 - Thin Client Events
- ❖ Segment Stakeholders

Inventory Technology

❖ Thin Client Servers

- Avant-Go
- Hewlett-Packard's Changengine
- Microsoft's Active Server Pages
- Oracle Web Tools

❖ PDA's

- CE
- Palm



Segment Stakeholders

- ❖ Mobile, active stakeholders
 - multiple platforms (PC and PDA)
 - communications
- ❖ Stationary, infrequent stakeholders
 - Palm or CrossPad check-outs
- ❖ Stakeholders requiring integration
 - Nokia 9000-style product
 - CE and cell phone

Customer Applications

- ❖ Personic Demo
- ❖ Relay Demo
- ❖ Changengine Process Library Demo

Contact List

- ❖ Hewlett-Packard www.hp.com
- ❖ 3Com www.palm.com
- ❖ Casseopia www.casio.com
- ❖ Microsoft www.microsoft.com/ce
- ❖ AvantGo www.avantgo.com
- ❖ CODA Enterprises www.codagr.com
 - (650) 937-1020
 - slokker@codagr.com

Questions, Answers, Pictures



Product Specifications

- Microphone
- 240 X 320 Screen
- 256-Color Display
- 32-Bit 100MHz CPU
- Microsoft® Windows® CE (in ROM)
- Pen & Touch Interface
- 4 User-Configurable Quick Launch
- Audio Speaker

