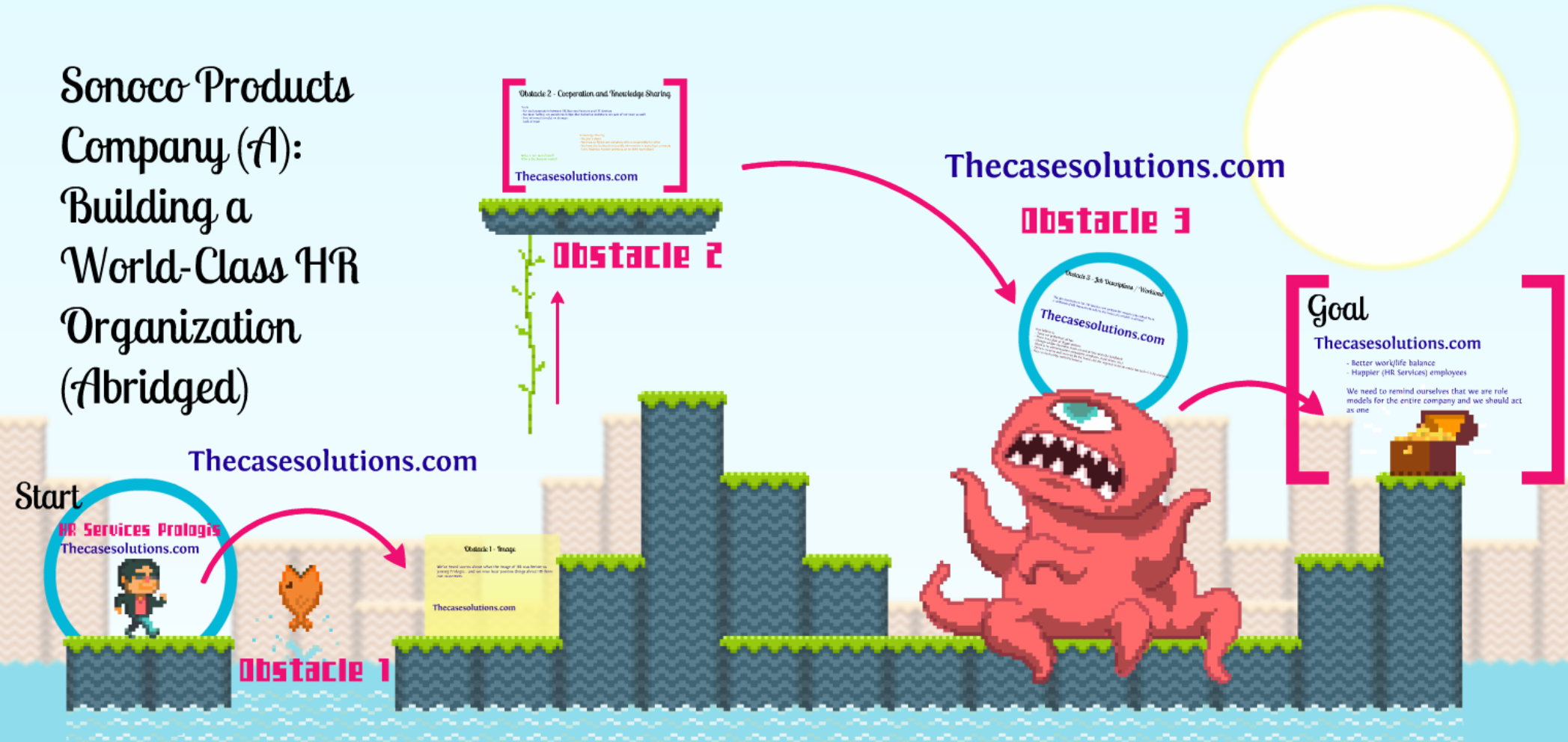
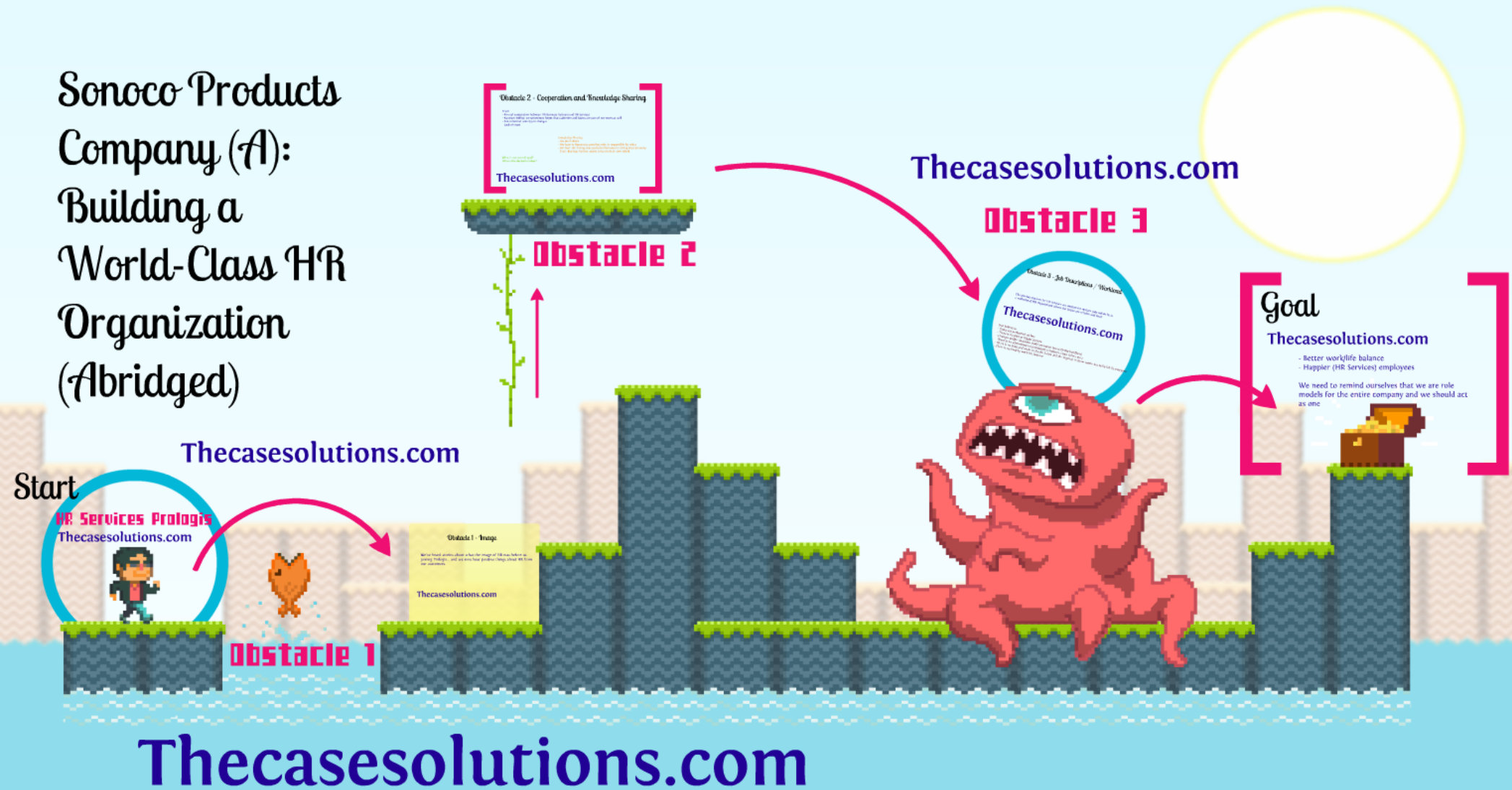


Sonoco Products Company (A): Building a World-Class HR Organization (Abridged)



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Start

HR Services Prologis
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Obstacle 1

Obstacle 1 - Image

We've heard stories about what the image of HR was before us joining Prologis... and we now hear positive things about HR from our customers.

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Obstacle 2 - Cooperation and Knowledge Sharing

Team

- No real cooperation between HR Business Partners and HR Services
- No team feeling; we sometimes forget that Catherine and Marta are part of our team as well
- Not informed (timely) on changes
- Lack of trust

Knowledge Sharing

- We don't share
- We have to figure out ourselves who is responsible for what
- We have the feeling that (useful) information is being kept privately
- Every Business Partner seems to be on their own island

What is our overall goal?

Who is the decision maker?

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Obstacle 3

Obstacle 3 - Job Descriptions / Workload

The job descriptions for HR Services are written for mature jobs which fit in a wellrunned HR Department where the basics are reliable and fixed.

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Our believe is:

- Tasks are performed ad hoc
- There is no plan or bigger picture
- Changes and/or decisions made are not in line with the handbook
- There is no administration (consistent templates, input forms, etc.)
- There is no time and room to fix the basics and the urgency to do so seems not to be felt by everyone
- There is no healthy work-life balance

Goal

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- Better work/life balance
- Happier (HR Services) employees

We need to remind ourselves of the models for the entire company as one



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Goal

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- Better work/life balance
- Happier (HR Services) employees

We need to remind ourselves that we are role models for the entire company and we should act as one

