

#WEAREPAYMAKERS

PAYMAKERS

BARCELONA

9-12 OCTOBER 2023



SETTING UP YOUR GLOBAL PAYROLL TEAM FOR SUCCESS WITH S&P GLOBAL

15:30-16:30

ANNEMARIE KALSBEEK

VP Global Head of Pay Services,
S&P Global



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Chief Strategy Officer, CloudPay



CHALLENGES

S&P Global's challenges are...



Automation



Visibility



Managing Change

GIVING PAYROLL A VOICE

To elevate the payroll team and become more positively represented in the business, you need to make payroll more visible.



Improve transparency

- Be proactive
- Educate the organisation
- Improve communication



Get payroll in good shape

- Challenge the status quo
- Make people accountable
- Improve team wellbeing

RAISING VISIBILITY

Top 3 areas to focus on...



Analytics and
reporting



Automation /
touchless payroll



Creating the right
environment

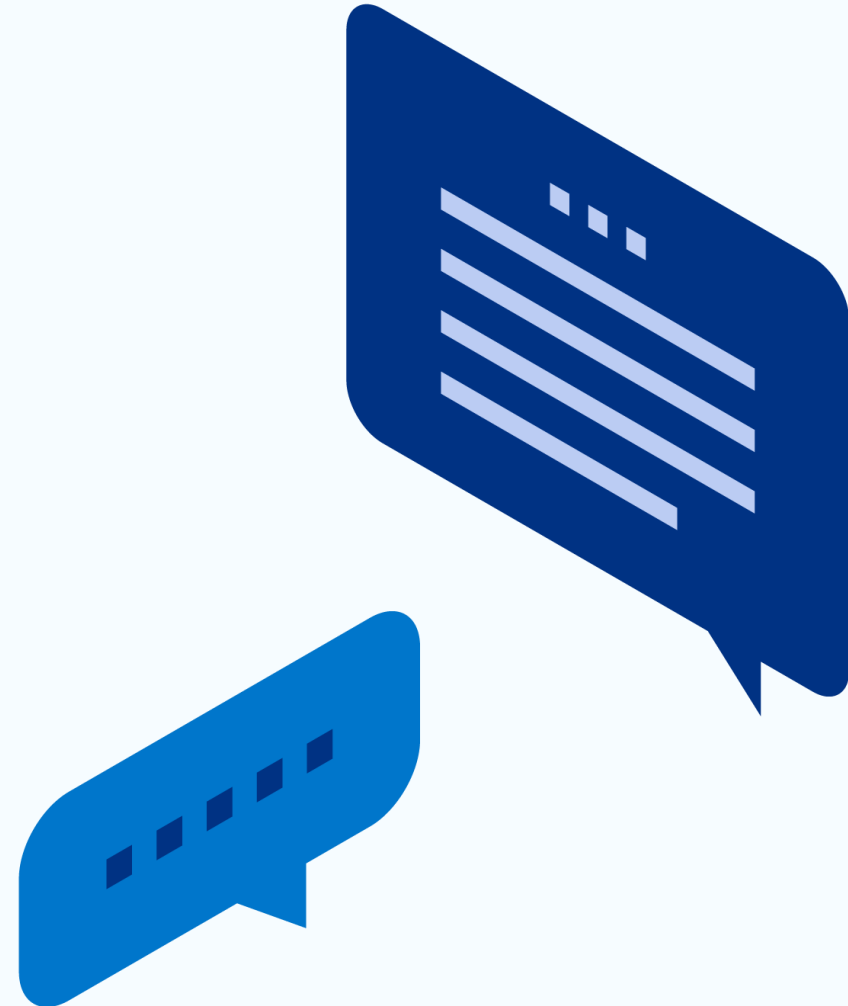
PSYCHOLOGICAL SAFETY CYCLE



HELPING PEOPLE THROUGH CHANGE

Preparation

- Timing
- Staffing
- Empowerment / ownership
- Walk before you try to run / 80-20 rule
- Be available / empathy
- Try to separate BAU from project work
- Executive stakeholder support



KEY OUTCOMES

By focusing on transparency, technology and the team you can achieve...



Greater business
understanding of
payroll complexity



Consistent global
experience



Greater team
wellbeing