

How TRUMPF implemented data-driven HR practices with Peers



Adapting to a digital world. | Implementing data-driven practices.

Background

The TRUMPF Group is one of the world's leading high-tech companies for machine tools, lasers, and electronics for industrial applications. They pave the way to the Smart Factory. TRUMPF unquestionably care about innovation—for their customers and for themselves.

Their challenge: adapting their HR department to digital trends

The disruption caused by digital technologies and the new opportunities that grow from it present companies with new challenges. Even the most human-centric part of the business—the HR department—must adapt to digital trends.

Enriching current HR practices by integrating data in decision-making offers a huge opportunity for companies to revolutionize the HR function and differentiate themselves from competitors through innovation.

TRUMPF knew this, and, as a highly innovative organization, set themselves the goal of integrating data-driven HR methods in their routine.

Our solution

Building a data-driven HR department with Peers

To make this happen, TRUMPF found in Peers the ideal partner. Through a skills gap analysis, Peers identified the competencies they needed to develop to grow into a data-driven HR department.

Digital transformation



Data analytics



Process management



Customers & stakeholders



Measuring growth

TRUMPF has since walked hand in hand with Peers, supporting learning with progress tracking and regular check-in appointments. The learning analyses include questionnaires to the users and the continuous evaluation of data always available on the Peers platform.



Developing individual learning programs manually costs us months. Peers is the extended arm of HR development that enables us to train our employees faster and in a more targeted manner.

*Kerstin Kägler, TRUMPF GmbH + Co. KG
Head of Corporate HR Learning & Development*



8.832 min
of learning
time



100% say L&D
better adapted
since Peers

An all-round success

Managers shared the learners' assessments and rated the effect of this project on the existing digital learning culture as positive.

Learners particularly emphasised how the variety of the learning paths as well as the time flexibility of the solution supported their growth.

Thanks to Peers' learning paths, Trumpf's HR department has started to optimise their decisions using data, taking one step further towards a lifelong, digital learning culture.

After the successful completion of the first project, further use cases were defined for goal-oriented re-, and up-skilling at TRUMPF. Based on a TRUMPF-specific learner profile, future learning can be adapted even more precisely to TRUMPF users who prefer digital, self-determined, and structured learning.

We look forward to further supporting TRUMPF on their path to lifelong learning and to generating success through innovation in the future.



Do you want to learn more about how Peers can support your organisation? [Let's talk.](#)