



# *Data Management Strategy in Action*

*Matt Dodds and Colin Hamilton*

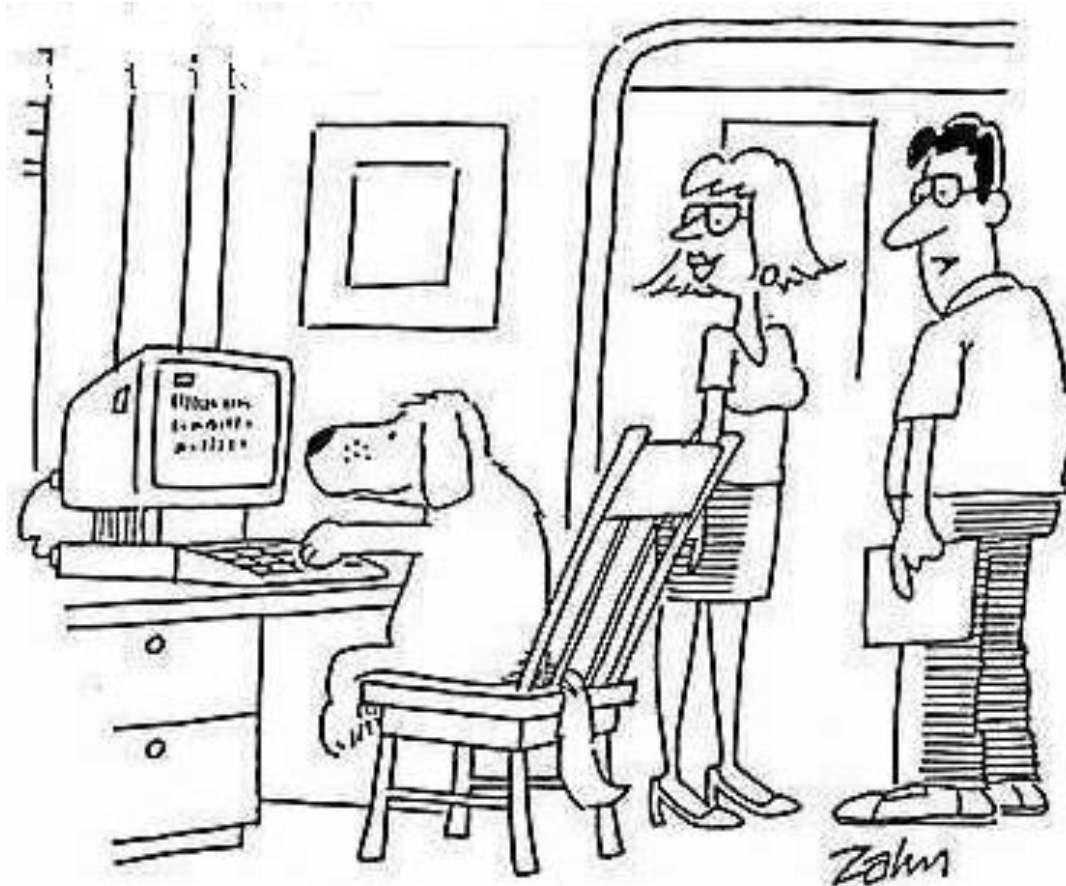
# The here and now

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Data presence and format	<i>meets</i>	Accuracy and validity
Data Protection Act	<i>meets</i>	General Data Protection Regulation
Poor inbound data	<i>meets</i>	Employer led data cleansing
Pure DB provision	<i>meets</i>	Graduated, hybrid benefits
Outdated assumptions	<i>meets</i>	Unequivocal-data insight
Short term, just in time	<i>meets</i>	Long-term & preparatory
Blame game	<i>meets</i>	Shared responsibility

# Old skills – New Markets



**“I was wrong...you can teach  
an old dog new tricks.”**

# Traditional Markets

## *Pension Funds*



Data audit  
Cleanse & security  
Record keeping &  
GMP Reconciliation

## *Financial institutions*



System rationalisation  
Asset consolidation  
Auto enrolment

## *Administrators*



Data quality assessment  
Process review  
Systems build & back  
office support

# New Markets

## *Pension Funds*



Data risk audit &  
cleanse  
Benefit rectification  
Data partnership

## *Financial institutions*



System  
rationalisation  
Data migration  
Asset consolidation

## *Administrators*



Software services  
Data assessment  
Back office &  
project support

## *HR Management*



HR consultancy:  
Data analysis  
Data cleanse  
Data archiving

# Changing marketplace...



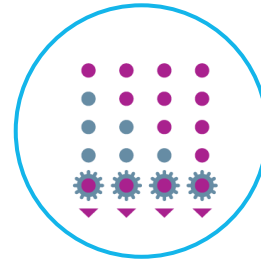
HR Software Market trends



Requirement for Data Archiving



Gender Pay Reporting



Employee Self Service

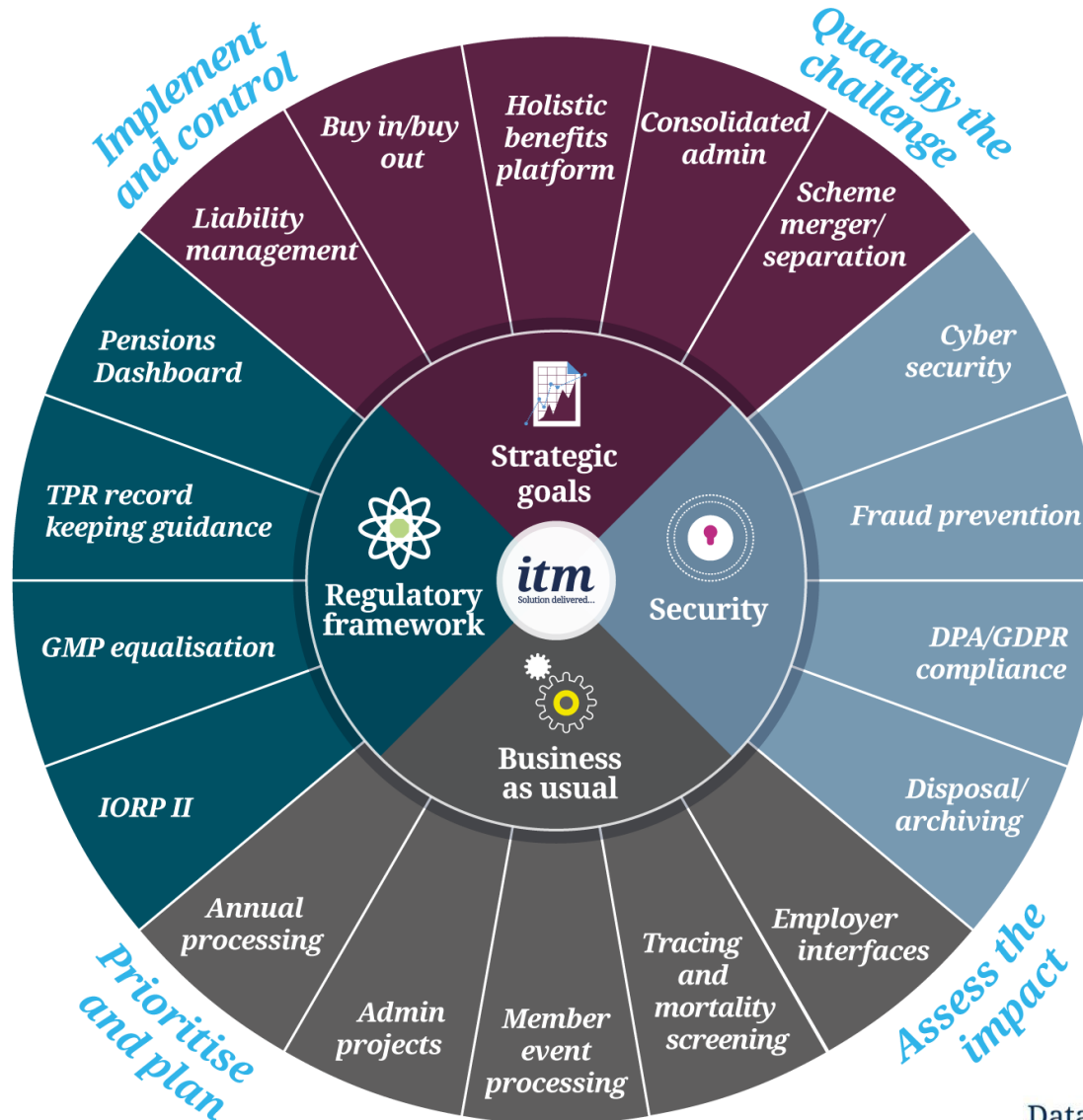


Big Data Analytics



GDPR

# Looking back



# Looking forward...

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## Engagement & Communications

- Digital universe
- Personalisation
- Dashboard
- Health, wealth & education

## Legislation & Regulation

- GDPR
- Record Keeping
- Equalisation
- Governance

## Liability Management

- Reduction
- Consolidation
- Full insurance
- Reinsurance

## Operational Efficiency

- Processes improvement
- Reduce duplication
- Increase automation



# *And the winner is...*

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*‘How about a holistic person-centred approach that looks at a person’s total retirement (pensions dashboard), health metrics and personal lifestyle choices and responsibilities (e.g. family commitments) and helps them map out the life they want..?’*

**Julie Osman, Eli Lilly**