

# How KION Group Designed and Rolled Out a Job Architecture in Only 3 Months

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Industry: Manufacturing  
Revenue: EUR 10b+  
Employees: 36,000

**Critical priority:** Design a global job architecture, roll it out and map 36,000 employees worldwide in three months. Make sure that it improves career planning, allows centralized planning, and keeps local flexibility.

“All data was continuously uploaded into Workday by a seamless integration – all COLMEIA services are very safe and reliable.” KION Group



## Initial situation

KION Group worked with structured job families but lacked a common understanding of levels and grades.

The ongoing implementation of **Workday** created time constraints. But it didn't limit the need for a unified and coherent structure down to the job level.

A job architecture would be the solution, but it had to be designed, agreed upon, and implemented fast.

This would ensure working in a unified structure and increasing the value of their new HCM software.

## How we helped

Apply COLMEIA's industry-specific standard job catalog and *Level of Work Matrix*© to quickly structure seniorities and responsibilities.

Support 150 HRBPs to map existing jobs to the structure in 3 weeks.

Support 150 HRBPs to map 36.000 employees worldwide in an iterative process, each time improving the job catalog itself and the assignments.

Guarantee that the objective of improved career planning capabilities and global coherence is being respected at every step.

## Outcome

With support from COLMEIA, **KION Group**

- created a **high-quality global job architecture adapted to their specific business** and expectations;
- **mapped 36.000 employees in only two months**;
- provided structured data for direct **upload to their Workday implementation team** - on time for the go-live date.



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