

# Strategiske mål og beste praksis implementering av SF i en global organisasjon

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# OWNERSHIP STRUCTURE



Norwegian Ministry of Trade,  
Industry and Fisheries



Kongsberg Defence  
& Aerospace

**SPACE  
NORWAY**

\*50% ownership

\*50% ownership

**KSAT**  
KONGSBERG  
KONGSBERG SATELLITE SERVICES

# GROUND NETWORK SERVICES

The power of a world leading Global Ground Station Network – enabling your mission



**KSAT MAX**



**KSAT LITE**



**KSAT LAUNCH & LEOP**



**KSAT HOSTED**



**KSAT LUNAR**



**SATELLITE OPERATIONS**

# Strategi - mål og hensikt

- Målet er at det skal være enkelt å være ansatt i KSAT (i hvert fall enklere)
- Økt masterdatakvalitet
- Styre basert på virksomhetsdata
- De neste årene skal vi vokse mye, og vi har behov for tydeligere prosesser for hvordan vi skal håndtere alt fra rekruttering, onboarding, følge opp ansatte og offboarding.

# The Employee Experience



**KSAT** Home

# Welcome to iSpace

Quick Actions

EC/ECP

LMS

Onboarding

Recruiting

Concur

CV

Timesheet

Reports

Absence

Compensation

Performance

Care

Document Manager

13:30   

**KSAT** 

## Good afternoon!

  
Request Time Off

  
View My Time Sheet

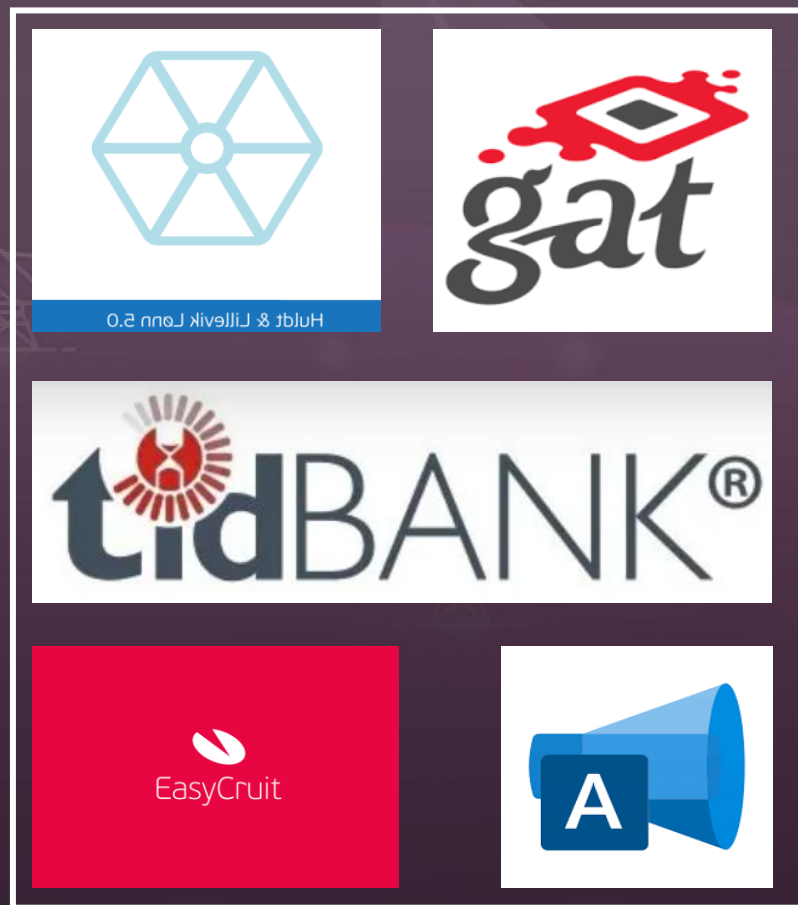
  
Travel Expenses

  
View My Pay Statement

  
View Abs

## For You Today

# Masterdata



# Masterdata

## Suksess

- "Alt i et"
- Organisasjon-  
struktur

## Utfordring

- Data
- Rekuttering
- LMS



# Masterdata Kampanje

## Kommunikasjon

iSpace

Help maintain the freshness of all data in your profile.

Master data

Make sure all the information in your iSpace profile is up to date.

**WHY?**  
We use this information to make sure you get what you're entitled to, and for government reports.

A STELLAR WORKPLACE

iSpace

Help maintain the freshness of all data in your profile.

Nationality

Information to see how many and which Nations are part of the KSAT family.

**WHY?**  
We are proud to be an international company with large diversity. This information is used in offers to new customers, in reports to our owners and to the government.

A DIVERSE ATMOSPHERE

iSpace

Help maintain the freshness of all data in your profile.

Education/CV

KSAT is a high-tech company. Your education and work experience are important to us.

**WHY?**  
We need to understand the expertise within our company. This helps us identify what to focus on, building your career.

LAUNCH YOUR NEXT MISSION

KSAT

iSpace

Help maintain the freshness of all data in your profile.

Emergency Contact

Who to contact if something happens to you.

about you! It is also mandatory for companies to have this information on their employees.

iSpace

Help maintain the freshness of all data in your profile.

Self-certified illness

Contribute to make a healthy workplace.

**WHY?**  
It is also a legal requirement to report and document employee absence.

A STELLAR WORKPLACE

KSAT

# ECP Lønn

## Suksess

- Automatiserte kontroller
- Import av lønnsdata

## Utfordring

- Særnorsk oppsett
- Reise og utlegg

# Rapportering

## Suksess

- Data i sanntid
- Deling av informasjon

## Utfordring

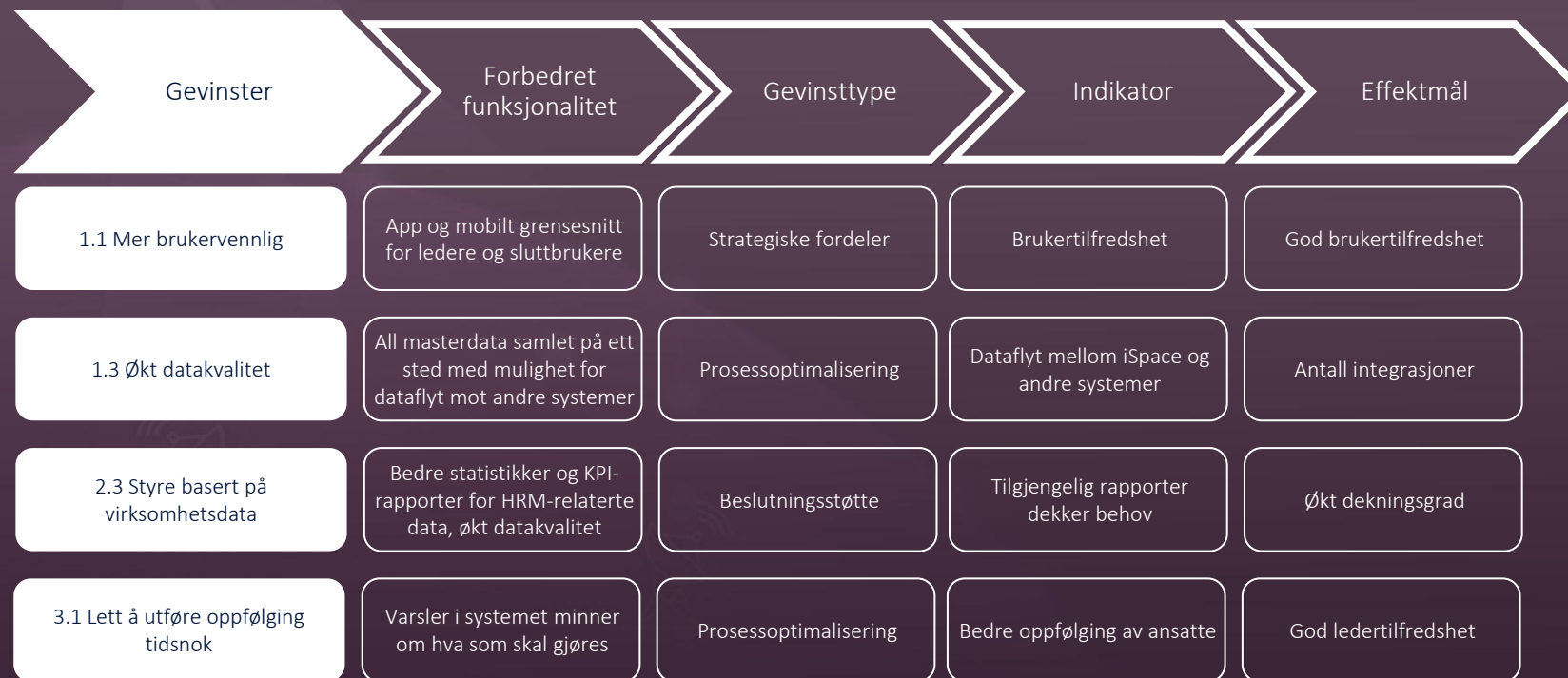
- Tillit
- Begrensninger
- Sykefravær

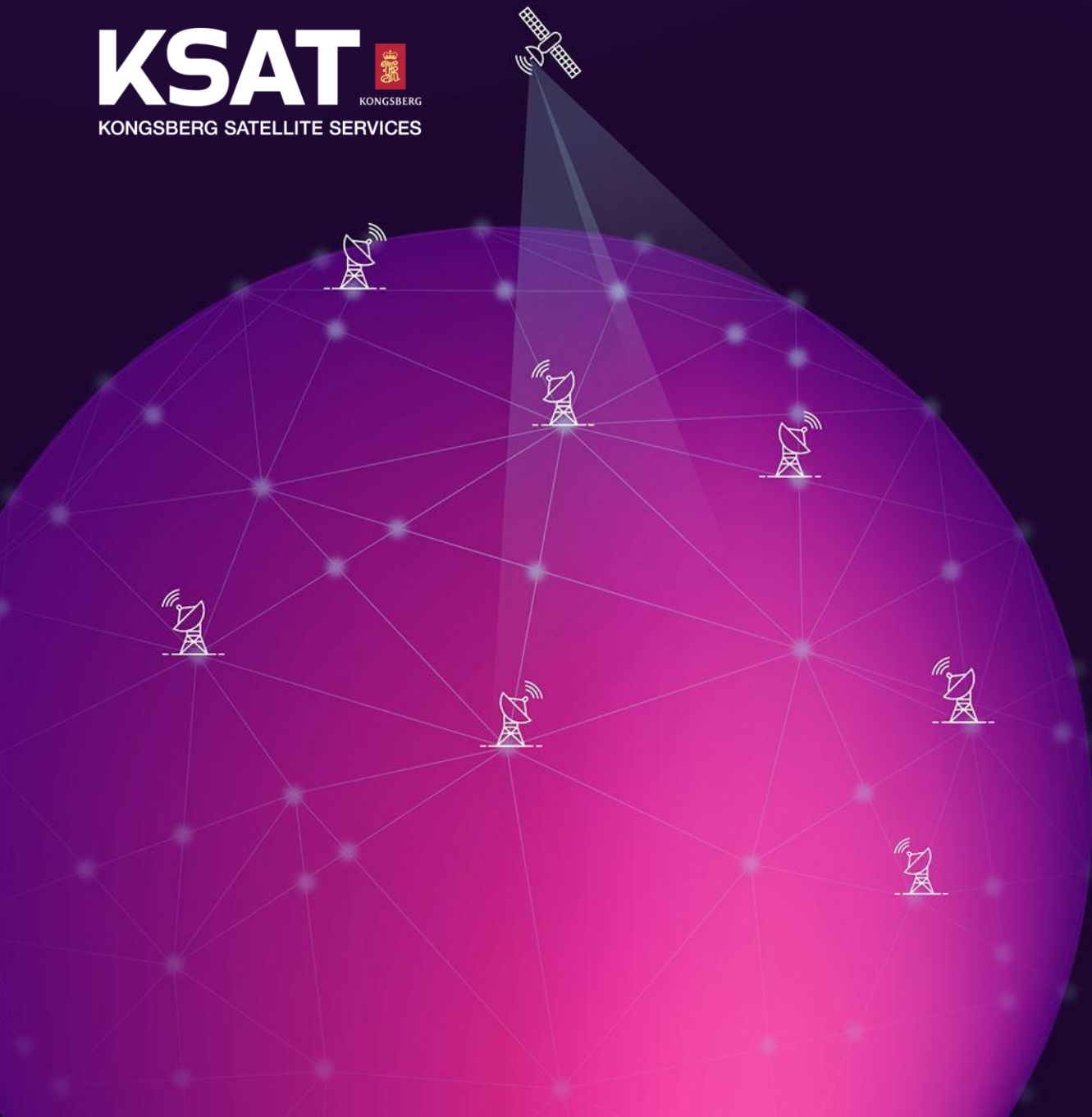
# BUDSKAPET

Systemendringer handler ikke om systemer  
– men om folk



# Gevinster som definerer vår suksess





**Takk for oss!**

