

## Visit to Kyndryl Client Innovation Centre

- Not mandatory
- 2 dates March 30th and April 13th from 4pm
- · Max 20 participants
- Pls enroll yourself to one of the Seminar groups
- Details (address, meeting point and time) will be shared in advance



# What shall we discuss today?

# Customer Services in IT Services

Why, how and what
Supportive mechanisms and tools
Business setup
Delivery management



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## Common clients loss reasons

- 1% of customers go out of business
- 3% move to another location
- 4% like to change suppliers
- 5% change on a friend's advice
- 9% buy it cheaper somewhere else
- 10% are chronic complainers
- 68% leave because the company representatives they deal with are indifferent to their needs

Customer Service Management helps customers with a technical customer support function to use IT Service Management (ITSM) processes like Incident and Problem Management to resolve customer issues.

## What is Service Desk?

"The single point of contact between the service provider and the users. A typical service desk manages incidents and service requests, and also handles communication with the users." (ITIL 3 v 2011)

What are the common reasons why clients leave?

## Importance of Service Desk (SD)

## For individuals

- · Start job for talents
- · Helping people to find a path in IT
- "Brewery" for leadership and other paths
- Communication skills as basic tool of future success
- · Improvement of language skills
- · Real experience
- · Understanding the bigger picture

## For organisation

- · Face of business
- · Showplace for services
- Key component of E2E service
- E2E overlap
- Ideas for business improvement
- · Center of success promotion
- · Project support

E2E - End-to-end describes a process that takes a system or service from beginning to end and delivers a complete functional solution, usually without needing to obtain anything from a third party.

## Purpose

## Why

First line of contact for end users which directly resolves customer queries or co-ordinates with other resolver teams on behalf of the client.

SD unit is also a supporting source of information for Service and Project management decision making.

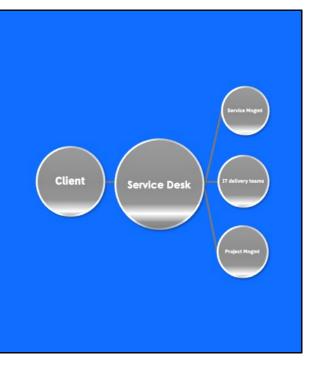
#### How

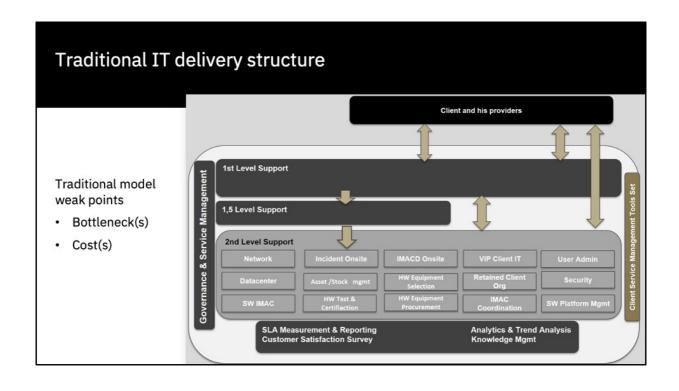
SLA's set to measure main success criteria:

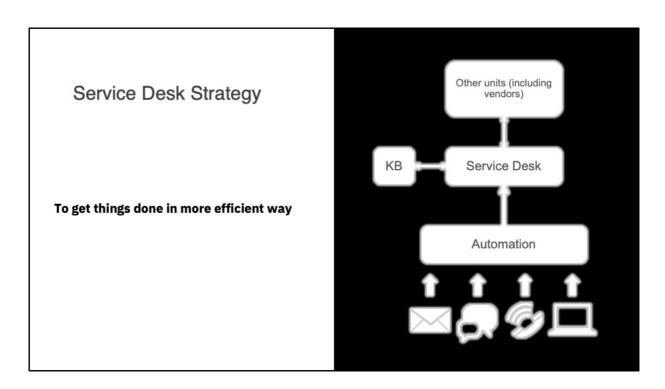
- First Call Resolution %
- · Speed To Answer %
- · Customer Satisfaction %

#### What

Fastest possible resolution to as many as possible client's IT requests and incidents with high Customer Satisfaction.







Strategy is to get the things done in more efficient way

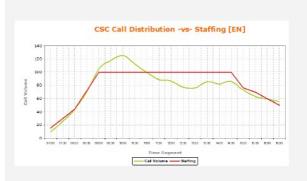
Simplified SD operations are highlighted in the chart on right. The model is focused on automatized processing of as many incoming requests as possible. If not possible, skilled CSR - Customer Service Representatives (Service Desk) will answer the incoming query either via chat/phone/e-mail or self-service (web) request. Requests that require involvement of other groups for resolution, will be transferred in form of ticket further. The primary goal is to minimize need for involvement of other groups and have queries resolved through automation (0 level) or at 1<sup>st</sup> level (Service Desk). Knowledge base is mostly personalized to each customer and can be either webbased or database based for example in Lotus notes. It's purpose is to help to resolve customer's query or provide appropriate process to achieve resolution (which specific data are necessary to gather and where to look for further support). As the CSR is speaking to the customer, he/she will also document the details of the call in a ticketing system. Each ticket will contain some basic customer details, machine information, problem/request classification and description, including steps taken to resolve the query. There may be slight variations from client to client, but the base remains the same.

## Service Desk Workload

## Phone/Chat

Phone calls and chat make usually the majority of incoming workload. To manage them effectively, SDs develop workload arrival patterns through the use of historical data. This shows the times when customers are most likely to call or chat – see the chart on right as an example of single day data. This data is used to build the necessary staffing schedules to ensure optimum number of staff available throughout the day. While there is usually as well an optimum call length, CSR can't dictate the length of each call, but based on request classification can decide which cases are to be considered out of it's scope to achieve necessary availability (Example: reinstallation with multiple steps and average length above 20 minutes will not be carried out by the SD and will be transferred to another group) This is fundamental to the principles of SD Operations.

As eventuality cannot be forecasted (e.g. Network outage), there's need for flexibility in staff in order to immediately respond to changing call patterns (at any time slight adjustments may need to be made as reaction to significant change in incoming customer queries.



## CSR – Customer Service Representative

## Service Desk Workload

## Web (Self-service)

Service providers encourage the use of the web as a means of raising a query with the SD. The web interface is often coupled with some <u>self help</u> options as these are designed to encourage users to search for responses themselves before reaching the SD.

The advantage of the web is that the <u>SD Operation can respond to these queries when there is a period of low phone call or chat volume.</u> This means there are less scheduling challenges. The disadvantage is that the CSR does not have the opportunity to ask the customer detailed problem determination questions (as he/she would over the phone) that may be required to resolve the issue. As a result, there may be insufficient information available to the CSR to answer the query. The net result of this is that the CSR may often be forced to get in contact with the customer to clarify details before the problem can be resolved.

#### E-mail

E-mails are broadly similar to web-based queries in terms of submission by the customer and pickup by the CSR. The disadvantage is that while the web-based solution can force the customer supply some critical information, the e-mail solution rarely does so. Furthermore, it is very difficult to measure the effectiveness of the SD Operation in managing e-mail requests. Therefore, Service providers will try to encourage customers to use a combination of Web and Phone for raising queries with the SD.

<u>Modern trend</u> is to automatically transform E-mails into Self-service tickets through automation processes, that are based on contents of e-mail (key-words, attachments, etc.) or remove email completely and use only webtickets.

Imagine challenge – how to properly prioritize web queue?

## What is it - a "ticket"?

IT tickets is the generalized term used to refer to a record of work performed (or needing to be performed) by the IT support organization to operate company's technology environment, fix issues and resolve user requests.

A ticket, in a support helpdesk, is **any issue raised by a customer that the company has to take care of**. A customer could raise this issue through email, phone calls, chat messages or even through tweets. The process of converting these issues raised in multiple channels into tickets in a helpdesk is called **ticketing**.

## Roles and Responsibilities

#### **Customer Service Representative / Technical support**

CSRs are usually grouped into Teams which are approximately 15 in size, the individual will perform most of his/her tasks alone. The call will be received, the CSR will work with the customer 1:1 and query the knowledge base as appropriate to retrieve the answers to customer queries. Should the query require the intervention of another group, the ticket is usually transferred electronically by the CSR.

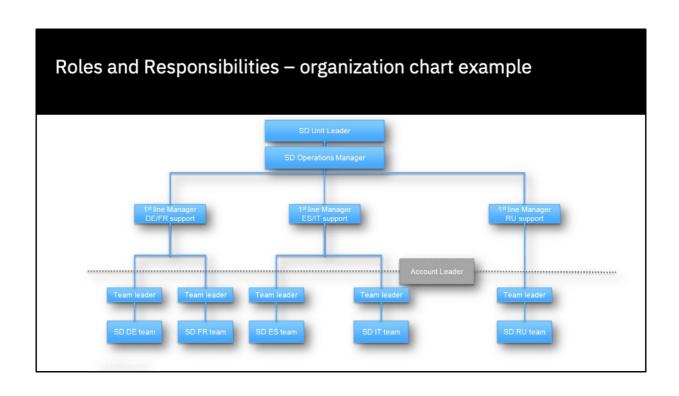
SD Operation is planned in great detail, punctuality is therefore of utmost importance for all members.

SD is a fast paced, measurement driven environment. Each CSR will be measured against multiple targets. These include punctuality, First-Call resolution, call duration/hold time usage, call quality, ticket quality, Customer Satisfaction, quantitative data as well. Given the nature of the business, data is available on a very regular basis to track performance versus targets.

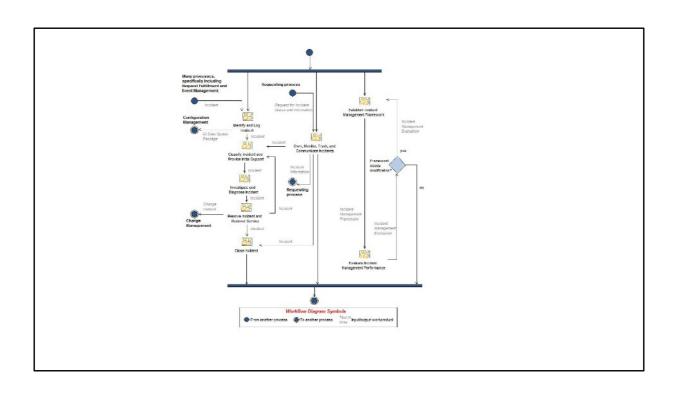
#### Team Leader/Account Leader/Service Desk Manager

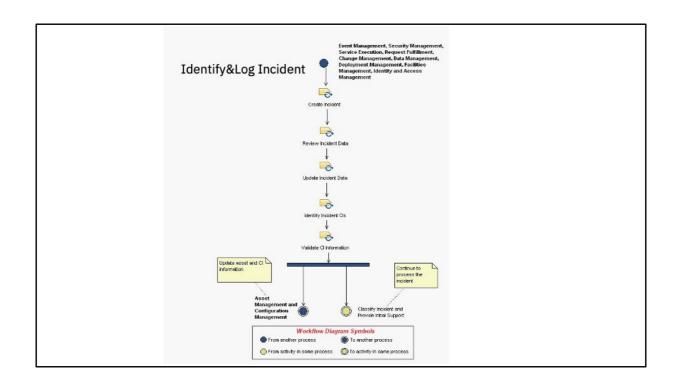
Each team will have a **Team Leader** who is responsible for the day-to-day performance of the Team. As teams can be grouped based on language or product support, they can be providing support for multiple clients/accounts. Clients are often supported through multiple teams, therefore while Team-leader is responsible for day-to-day team performance, under such circumstances there's a need for Account Leaders as well. **Account Leaders** are responsible for day-to-day performance cross teams for their clients and ensure the differences in teams performance is balanced to deliver service within contractual targets.

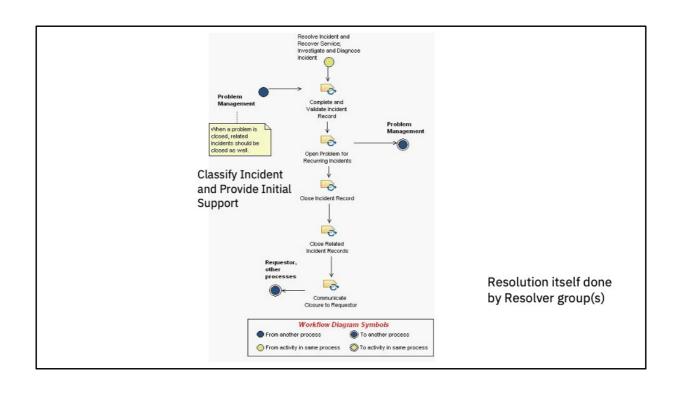
**Each SD Manager** will have 2 – 3 teams reporting to him/her, while having ownership of performance for some of the clients/accounts as well. While SD manager has ultimate responsibility for the performance of the team, he/she is less likely to be involved on the day-to-day management of the line and rather focus on long-term planning and continuity of the service. The SD Manager owns the relationship with the Customer and the Account leadership.

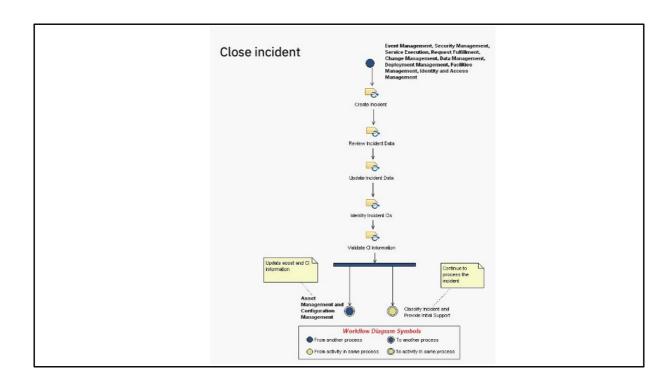


# Service Desk role in Incident Management









## SD Measurements

Given the nature of the SD business, performance data is being produced minute by minute throughout the day. The key measurements are agreed with the customer in the contract.

#### **Time metrics**

**AR (Abandon Rate)** Example: AR <= 6% Percentage of dropped calls over total offered (incoming) calls.

**ASA (Average Speed to Answer)** Example: ASA <= 20 sec The average time (usually expressed in seconds) it takes for a Service Desk to answer an incoming call.

**STA (Speed To Answer)** Example: STA => 80% in 20 sec. The percentage of incoming calls answered within a given time frame (usually expressed in seconds).

**Email/Web Response Time Example:** Email Resp. => 80% in 2 hrs or Avg Email Resp. <= 2 hrs

Time taken to react to customer email request (can be response or ticket creation). The calculation may be based on the same principles applied to ASA or STA.

#### **Quality metrics**

FTF (First Time Fix), SDE (Service Desk Effectiveness) or FCR (First Call Resolution)

FCR Example: FCR => 70%

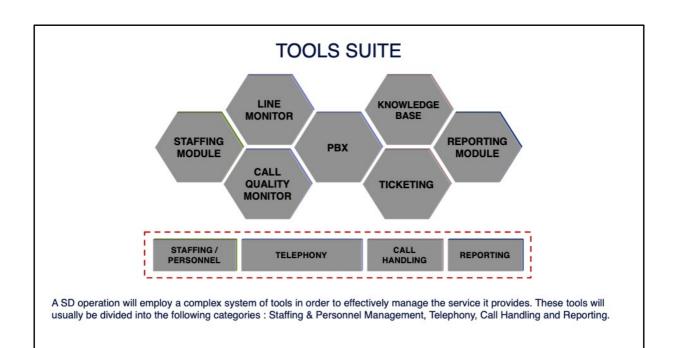
Percentage of eligible requests resolved by the Service Desk with no need for technical escalation.

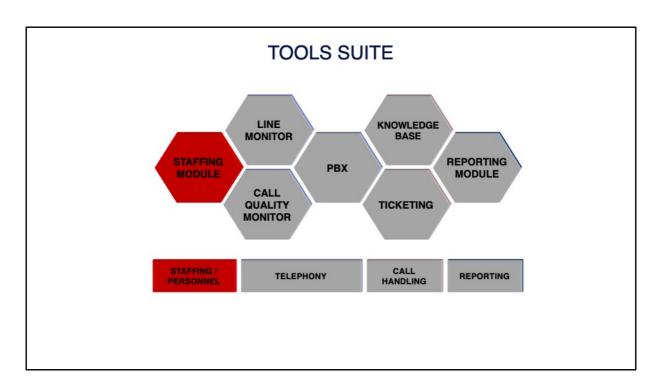
CSAT (Customer Satisfaction) Example: CSAT >80%

The customers will be polled to measure their satisfaction with the service provided. This is mostly done in an automated fashion through a tool or alternatively can be done through a phone call to the customer.

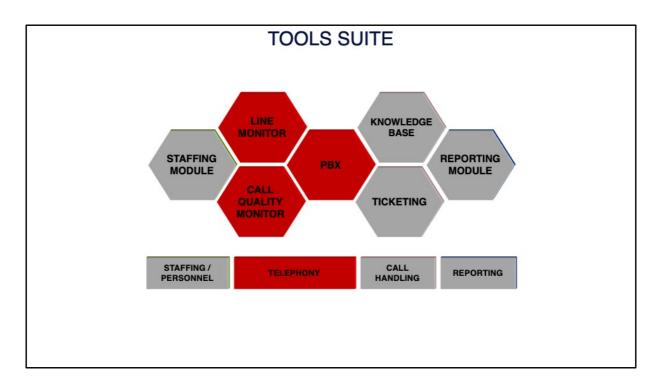
Targets must be: attainable, repeatable, measurable, understandable, meaningful, controllable, affordable, mutually acceptable





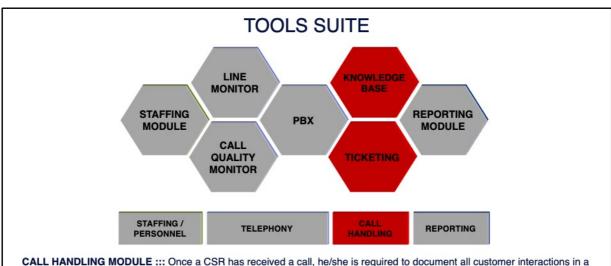


**STAFFING MODULE :::** As previously mentioned in this package, it is critical for the success of a SD Operation to have the correct number of people staffed on the line through the day. This staffing is based on historical data which can be used to predict the number of calls expected. This, in turn, is used to calculate the associated number of people required to handle these calls. The Staffing Module can be a complex tool which is integrated into the phone system and extracts data on a real time basis while some SD operations use more simplistic Spreadsheet based tools. Regardless of the solution, the Staffing Module will be responsible for items such as scheduling, vacation management, break management and training scheduling.



How would you ensure monitoring and SLA delivery?

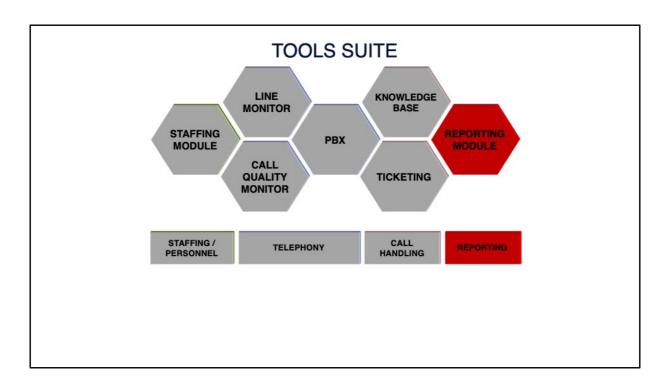
TELEPHONY MODULE ::: The telephony module is the core of the SD Operation. Without this, there is no Service Desk. These systems gives the call centres their shape. All SDs will use a tool in order to monitor real time call activity (how many calls in the queue, actual performance against targets etc). These systems also allow the management to monitor CSR activity (how many people are on calls, how many people are available to take calls etc). Such tools are very powerful but need to be leveraged to ensure that all targets are achieved. As a SD is a customer-focused service, the quality of each and every call is of utmost importance to the Management. Therefore, it is commonplace to deploy a system which can record a sample of the calls received by the centre. These are then evaluated against a set of standards and the individual CSR may receive coaching, as required.



**CALL HANDLING MODULE :::** Once a CSR has received a call, he/she is required to document all customer interactions in a ticketing system. It is important to carefully gather basic information about the customer's issue as these are essential for swift problem resolution. Furthermore, should the CSR be unable to resolve the query, the information will be passed electronically (though the ticketing system) to another group. These details will be by required by this group also so they need to be clearly documented in the ticket. In order to help the CSR with the resolution of the problem, he/she will use a knowledge base of information. By asking the customer clear problem determination questions and using this information to query the database, the CSR will be able to find detailed, step-by-step instructions to resolve the customer's problem.

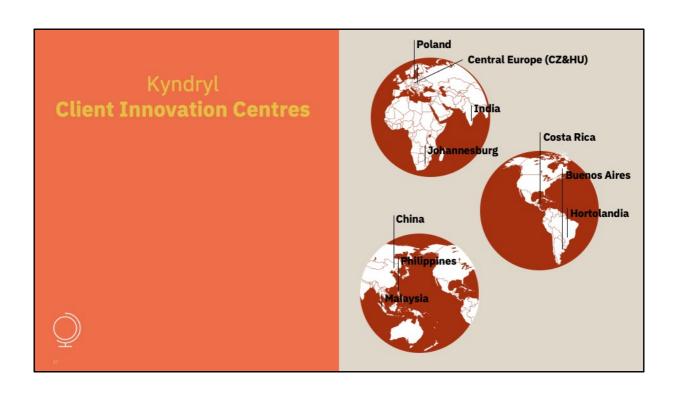
## How would you build a KB?

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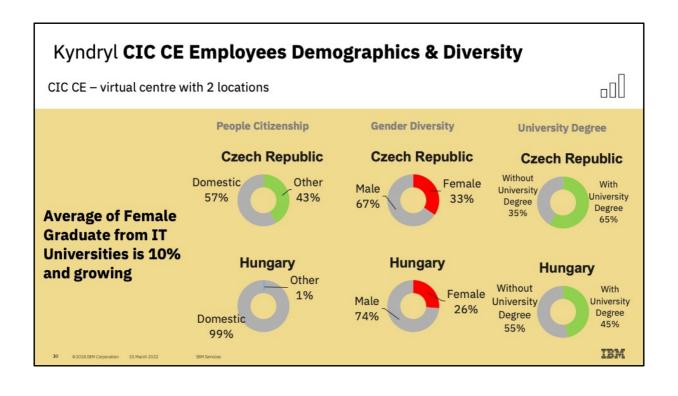


REPORTING MODULE ::: A SD operation is measured against a number of key targets (STA, Abandonment Rate, First Call Resolution and Customer Satisfaction). While the exact nature of the targets may vary from account to account, the requirement to produce performance reports at regular intervals does not. SD Operations often deploy automated tools to produce the required customer reports. This can include a automated survey tool which sends an electronic survey to customers and tabulates the responses or web based solutions that report on the performance of the account versus telephony metrics (ASA, Service Level and Abandonment Rate). Given the volume of work handled by SD Operations, it is important to automate as much of the reporting as possible as manual report generation is both time consuming and prone to error.



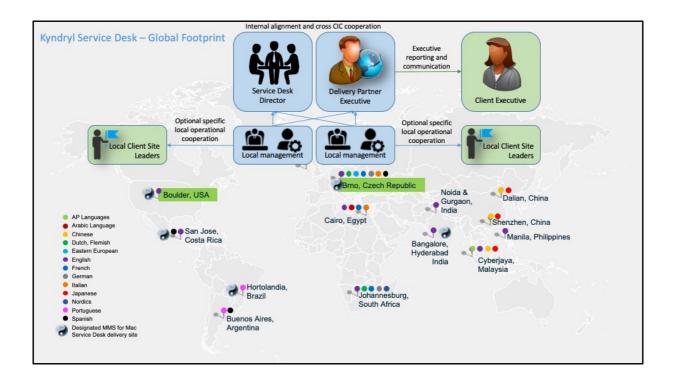


## Brno - Supporting more than 500 clients Across all European regions as well as Global accounts Mainframe Integrated Service Management Incident, Problem & Change Coordination Incident, Problem & Change Management Service Availability Managers Delivery Project Executives Service Support Management English German Distributed Russian T&T / Project Services Hungarian Portuguese Polish Mobility and Workplace Security and Risk Management Mobility & Workplace Device Management Mobility & Workplace Platform Management Greek Slovak Brazilian Potuguese Compliance & Regulatory Program Management Identity & Access / Infrastructure Protection Security Operations Management System Currency Mobile Client Care Services – Service Desk Automation Client Management Network services Asset Management

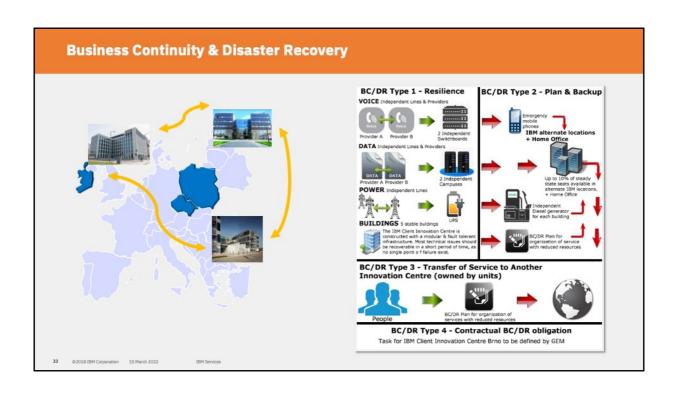




- 15 of the world's largest Banks & Financial Companies
- 11 of the world's largest Industrial Products & Retail Companies
- 11 of the world's largest Media & Communication Companies
- 9 of the world's largest Insurance Companies
- 9 of the world's largest Healthcare and Life Sciences Companies
- 8 of the world's largest Electronics Companies
- 8 of the world's largest Automotive Companies
- 5 of the world's largest Airline Companies

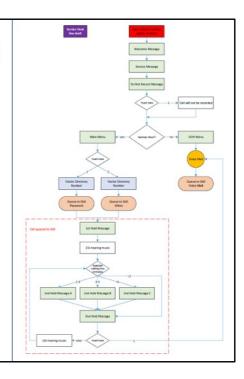


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- 9 of the world's largest Insurance Companies
- 9 of the world's largest Healthcare and Life Sciences Companies
- 8 of the world's largest Electronics Companies
- 8 of the world's largest Automotive Companies
- 5 of the world's largest Airline Companies



## **Contact Centre Shared Infrastructure (CCSI)**

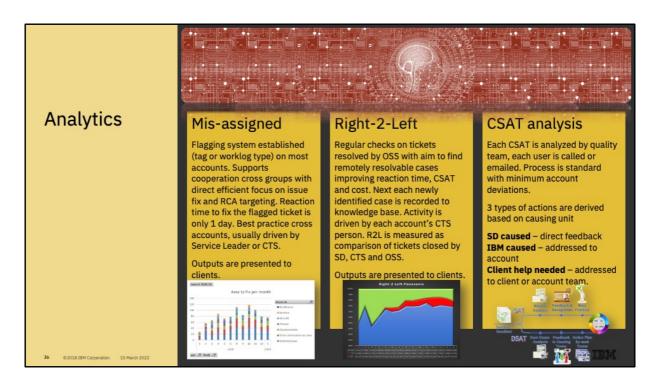
- Fully customisable based on client's requirements
- Provides advanced features to all it's components
- Enhances disaster recovery and business continuity options
- Enables virtualisation of agent resources cross geographical locations
- Fully customisable to client's environment and easily modified based on new requirements
- End-to-end support ensured by Kyndryl as a Single Point of Contact (including TFN)



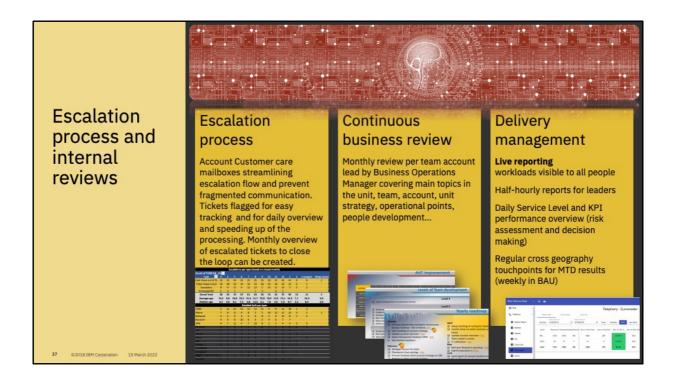
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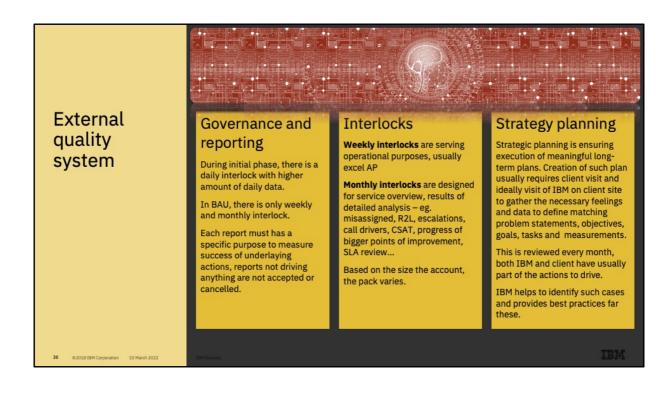
IBM Services





CSAT - Customer Satisfaction





## The strategies are guided by three drivers of change that impact how enterprises will need to support their end users



Explosive growth of devices and technology

Exponential technology growth By 2020, **80%** of outsourced service desks for global enterprises will no longer require human service desk agents for the first contact.<sup>1</sup>



Workforce demographics

Evolving workforce
By 2020, five different generations will
be in the workforce together for the
first time ever.<sup>3</sup> 75% of millennials
consider an organization's technology
when deciding on employment.<sup>4</sup>



Globalization and mobile workforce

**A global office** Around **89%** of the global workforce will be mobile by 2020. <sup>2</sup>

- <sup>1</sup> Gartner; Strategic changes in infrastructure services, and how to source effectively for them, David Groombridge, Gartner Summits 2018, June 5-6, 2018, Frankfurt, Germany; Link https://www.slideshare.net/mmagique/strategic-changes-in-infrastructure-services-gartner-io
- Markets and Markets report on Digital Workplace Transformation Market Forecast to 2020 p.71
   Managing People from 5 Generations: Rebecca Knight, Harvard Business Review, -- https://hbr.org/2014/09/managing-people-from-5-generations

people-from-5-generations

4 Gear Up For Next-Generation Service Support: Millennials Are The New Frontier: Elinor Klavens, Christian Kane, with Eveline Oehrlich, Shanta Samlal-Fadelle, Vanessa Wegner, Rachel Birrell; Forrester, May, 2016 --https://www.forrester.com/report/Gear+Up+For+NextGeneration+Service+Support+Millennials+Are+The+New+Frontier/-/E-RES128224?objectid=RES128224

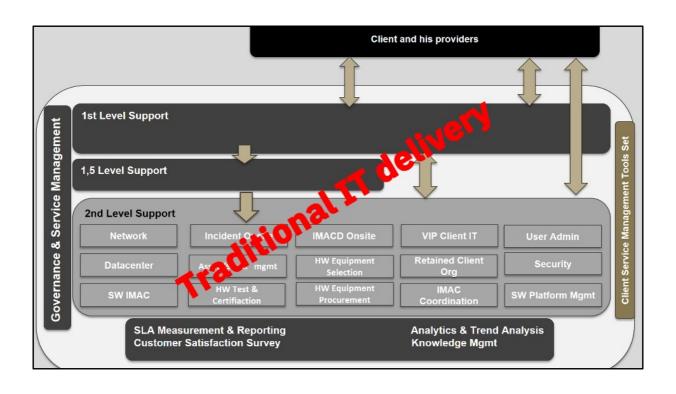
There are three key drivers that are shaping the way we're building the next-gen service desk for Workplace Support Services with Watson.

The first driver is the explosive growth of devices. Obviously, this is something that we can all wrap our heads around. I was in a meeting a few days ago and the majority of the devices were not laptops. They were either tablets or cell phones that were being used for meeting minutes. This additional set of devices, used by people that are on the go and not tethered to their desk, requires a different support strategy. This means different ways of pushing patches, different ways of handling remote takeover and different types of questions we need to ask.

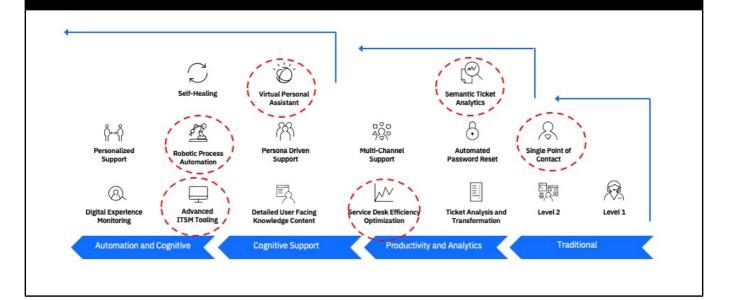
The second driver is the globalization and the mobility of this workforce. Workers are just not in conference rooms but spread out around the world. There's probably not another IBMer within 30 miles of where I am presenting this right now. Therefore, this mobility aspect requires us to be able to support them better remotely, and that brings in a lot of implications, such as proactive remediation.

And lastly, there is the impact of workforce demographics. This driver is really amplified by the fact you see on the lower right of the slide, which states that by "2020 or next year, five different generations are going to be in the workforce all at one time." This includes individuals that have gone from no cell phone, to desk phones, to desktop computers. The scope of this workforce includes workers that have lived through the advancement of distributed computing right through folks that were born with a cell phone in their hand. This provides a massive spread of expectations around how support is going to be provided.

I won't go through each of the facts on the slide. But they are great anecdotes that really amplify and illustrate drivers shaping the way we are thinking the service desk of the future.



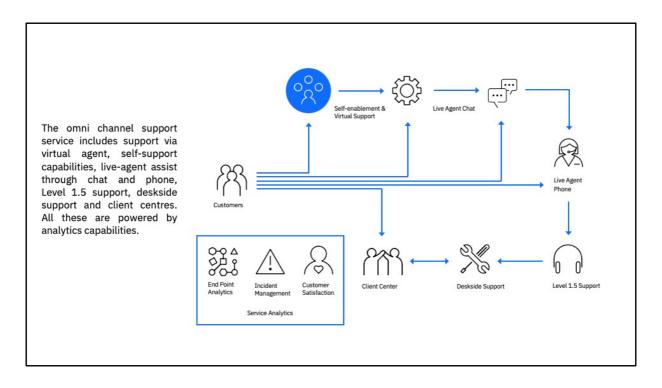
## Vendors works with clients to build a roadmap for the future of their IT End User Support.



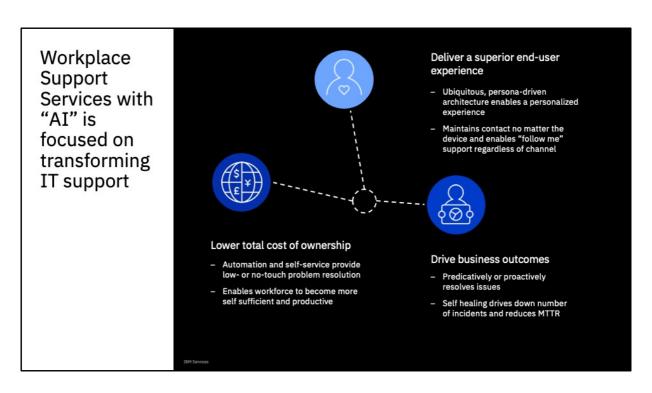
We appreciate that you may be in one of many stages in your Workplace Transformation, and our objective is to work with you to ensure your service transforms at a pace that drives the maximum return on investment for you, creates a great user experience and isn't disruptive to your end users.

The first part of this transformation is ensure that you have the right foundation from which to transform your service; we first need to ensure we understand what types of issues you have, drive process efficiencies, build user self-help content and use simpler automation, such as automatic password reset, to ensure we hit a return on investment quickly, and steer your transformation in the right direction. In the next few slides, we will talk about our analytics, that will help create the insights we use.

Once we have a clear understanding of your users and their issues, we will implement solutions that resonate with end users, empowering them to get their issues fixed quicker. Here, though using AI and Automation will reduce the number of issues users face, augment their channels of support and make these more personal, provide immediate support for a range of issues, and create an overall superior user experience.



We offer an integrated suite of capabilities designed to enhance employee productivity, manage costs and deliver a superior personalised experience. As you can see, the user can choose how they get the support they need. We will work with you to define how this omni-channel approach looks and presents to end users.



I talked about the drivers that are shaping the way we are thinking and building the service desk of the future. Now, I want to touch on our primary goals behind all of this work.

The three primary goals for our workplace support services are delivering a superior end user experience, lowering the total cost of ownership and driving business outcomes. These three factors are interdependent and therefore cannot be looked at in isolation.

By focusing our solutions on providing a great end user experience, we aim to increase user satisfaction with our transformation. Creating a great end user experience requires us to ensure the solutions we implement are of high quality, and are simple and effective for users to get benefit from; this starts with driving problem avoidance and increasing the speed that users can get the support they need. This will increase user productivity, these experience improvements are business outcome focused. To meet our objectives of being experience and business outcome focused we leverage our analytics and cognitive systems to predict potential issues and stop them from occurring, and identifying issues in real-time and proactively resolving them before they impact users\*

At the same time, by creating a great end user experience, we improve the collaboration between end users and our Workplace Support Services, and ensure our strategic initiatives provide visible value to end users. This increases users' engagement with these initiatives, which increases the utilization of our end user facing tools, adds value to the business and reduces the total cost of ownership.

As way of example, our Virtual Personal Assistant solution provides a one stop shop for a user's to get immediate IT Support. As the Virtual personal assistant enables users to get answers, automate fixes and raise tickets quickly, this improves user productivity (Business outcomes) and delivers a great experience. This in turn drives adoption in self-service solutions, by empowering the user; which in turn drives significant reduction in the total cost of ownership.

#### NOTE TO SPEAKER:

\* This is a very important factor for us to get into, and I encourage when you are talking to a client to understand some of their pain points. That is, understand what their industry is doing and some of the things that may be salient to them from a business outcomes perspective. Put yourself in the shoes of some of the folks that are calling the service desk. Try to understand if they are client facing themselves. Try to understand whether or not some of our proactive technologies could eliminate issues from ever occurring and/or help workers provide better customer service for the company that they are representing. We want to be able to drive those business outcomes. For 2019, this the most important focus point for us — that we are developing and delivering technology that is bringing improved business outcomes.

<sup>\*\*</sup>We want to really highlight the proactive and predictive capabilities through analytics and automation.

## Glossary

SLA ::: Service Level Agreement - Contracted service level usually bound with penalties (STA,CSAT...)

SLO ::: Service Level Objective - Commitment to maintain a particular state of the service in a given period

**KPI** ::: Key Performance Indicator - KPI measurement may be functional to the achievement of strategic goals, quality standards, or performance assessment against any given factor

ASA ::: Average Speed of Answer - This is the average time it takes to pick up a customer telephone call

STA::: Speed to Answer - This is the percentage of calls taken within contracted time

**CSAT** ::: Customer Satisfaction - This is a measure of how satisfied customers are with the service they have received from the SD.

SD ::: Service Desk - This is the formal title given to Helpdesks

CSR ::: Customer Service representative - This is the official title of the 'agents' who work within the SD

KB::: Knowledge Base - storage of specific client knowledge documentation

SPOC ::: Single point of contact - standard term for services were SD is the only function communicating with client

RCA ::: Root Cause Analysis

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What shall we talk about next?

IT Services Frameworks (ITIL, COBIT, ISO 20000, 6sigma, eTOM, ..)

