

HR TECHNOLOGY SOLUTIONS

HR teams need fresh solutions to the workforce challenges they face in the midst of change activity – mergers and acquisitions, downsizing, spin-offs, start-ups and joint ventures. For those who aren't undergoing significant change, a desire for immediate access to employee data also exists because HR teams are forced to anticipate and manage the unique needs of traditionalists, baby boomers, Generation X employees and millennials in the workforce.

To be successful, HR teams must be prepared to react quickly and make sophisticated, data-driven decisions.

OPTIMIZING SYSTEMS, PROCESSES AND PEOPLE

From conducting due diligence for a potential acquisition to project managing a large-scale systems implementation, our goal is to find and implement HR systems and processes to support the delivery and execution of core HR services, payroll, benefits and talent management.

As a reliable partner, we also ensure all strategy and technology is flexible and scalable to suit your future needs.

WEALTH OF KNOWLEDGE IN HR SYSTEMS AND TECHNOLOGY

- Evaluation of current systems
- Identification and selection of new systems
- Project management and hands-on support through implementation and go-live
- Expertise in all types of HR systems
- Evaluation and procurement of vendors

PROVEN VALUE IN ALL SITUATIONS

Stood up all HR systems and employee benefits for a new company in just 90 days, including the onboarding of 580 employees transitioning from a spin-off

Transitioned a company with 1,000 employees off of a professional employer organization (PEO)

Stood up a company's benefits and payroll arrangements in 18 different countries

SYSTEMS PROJECTS OF ALL SIZES

DISCOVERY PHASE

During the discovery phase, we assess your current system structure and level of integration. From there, we outline an appropriate systems strategy. This includes system requirements, service and integration capabilities, scalability and integration between other HR and financial systems.

VENDOR PROCUREMENT

We are available to coordinate all aspects of the RFP process using a proprietary tool to comprehensively assess vendor capabilities with your specific needs in mind. We also provide decision support and handle pricing, implementation services and contract negotiations.

IMPLEMENTATION SUPPORT

Our knowledge of the implementation process and experience with employer needs uniquely positions us to facilitate between the vendor's implementation team and your HR team. We guide clients through initial discovery documents and configuration requirements, advising them on best practices and recommended workflows we know will help you optimize new systems. We also provide oversight on sourcing and mapping, data conversion and testing, with a focus on quality assurance processes necessary to your success.

OUR EXPERTISE

IMPLEMENTATION SUPPORT

- Expertise in the due diligence process
- Expertise in the design and implementation of all HR infrastructure

AFFORDABLE CARE ACT

- Evaluating systems to support and integrate with your current Benefits and HR/Payroll systems
- Evaluating administrative and reporting needs and recommending solutions

PERFORMANCE MANAGEMENT

- Evaluating your current appraisal process and recommending best practices based on your culture and needs

LEARNING MANAGEMENT AND TRAINING

- Implementing and developing learning management systems including training plans, materials and curriculums for each role

HUMAN RESOURCES COMPLIANCE

- Assisting you through internal HR compliance audits (e.g., FMLA, FLSA, ADA)
- Developing HR policies, procedures, documents and employee handbooks (we advise our clients to have an employment attorney conduct a thorough legal review as well)

PAYROLL BASICS

- Assisting you through non-financial internal payroll audits