



Building an HCM Strategic Roadmap: Aligning Business Requirements with HRIS Implementation

Figuring out what HR technology to implement can be a daunting task. But, following a few easy steps, not only can you build out a timeline of HRIS implementations, you can have all the business requirements to back them up.

Challenge:

As the result of a company divestiture by an independent oil and gas company, the newly formed HRIS function of one of the new companies decided to re-evaluate the existing HRIT landscape with hopes of addressing existing issues and upgrading in the areas of process automation and talent management. Complicating the evaluation was SAP's acquisition of SuccessFactors, specifically, not understanding the impacts this could have on talent management functions in the areas of both functionality and integration between on-premise and cloud solutions.

At a glance:

- Perception of poor data quality and inability to accurately generate reports.
- Many custom built and third party applications for all of the talent management functions with several integration issues.
- Undocumented processes resulting in inconsistent practices, in both the core HR and talent management functions.
- Concerns of being one of the first companies to implement a hybrid on-premise and cloud based SAP/SuccessFactors solution.

Solution:

- Interviewed the HR Leadership Team to document the entire scope of real and perceived issues as well as understand the vision of a forward looking, strategic HR business partner.
- Built a working proof of concept SAP HR Portal focusing on the power of integrated systems, automated processes, and robust workforce analytics.
- Conducted a series of global workshops, centered on managing the entire employee life cycle, and confirmed business priorities and documented business requirements.
- Delivered an executive presentation outlining a proposed HRIS roadmap which included a detailed account of: implementation timelines and cost, change management, governance, and keys to achieving organizational success.