



Company Divestiture: Keys to Executing a Successful HRIS separation

The splitting of the HRIS landscape, while technically challenging, can be successfully achieved through thoughtful planning, experienced solution architecture, and methodical execution.

Challenge:

Motorola Inc. needed to divest its mobility business unit for what would allow for the eventual acquisition by Google Inc. In order to complete the full divestiture, the two eventual new companies, Motorola Solutions and Motorola Mobility, required their own completely independent HRIS landscapes which included many HR applications with highly complex integrations, both internal and third party, and spanned across nearly every continent of the globe.

At a glance:

- Multi-staged go live strategy of company reorganization and eventual physical landscape split.
- Highly complex 3rd party HR business process outsourcing environment with project resources covering operations in over 30 countries.
- Highly praised and successful company split with seamless transition from project to normal operations.

Solution:

- Consistent executive sponsorship, functional, technical and 3rd party vendor project team meeting cadence.
- Clear lines of communication established from PMO up to executive sponsors and down to project resources spread across the globe.
- Project team personal ownership and accountability for solid solutions and on-time delivery to deadlines.
- Open and collaborative solution design environment.
- Methodical and tenacious execution on a predefined and well thought project plan.