



As the economy improves and the market strengthens, many organizations are evolving – becoming more efficient, agile and dynamic. Over the past couple of years, these “high performing” organizations have found a way to continuously grow their revenue stream and talent pool, while eliminating unnecessary costs and inefficient practices.

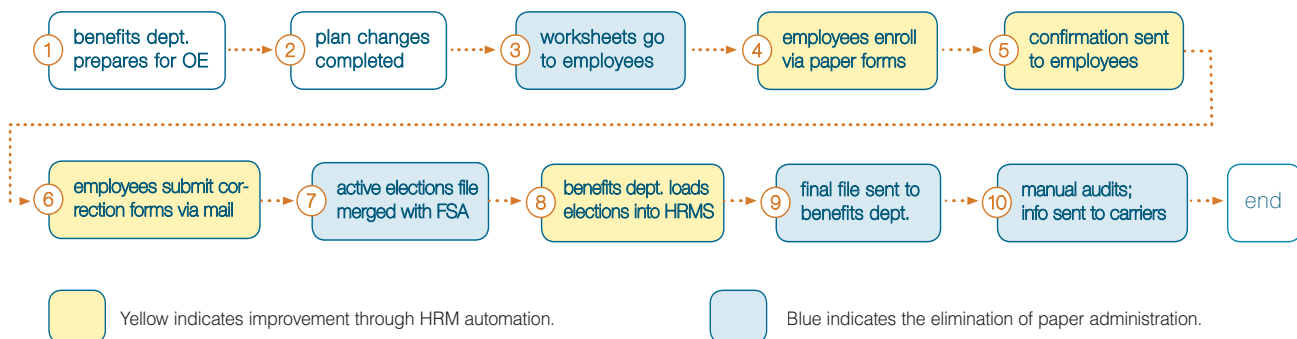
WorkStrategy has created a process improvement methodology that we believe can help organizations transition their business into a high performance operation. Our approach is to focus on improving the underlying business processes – either by leveraging technology or streamlining the activity.

process diagram and recommendations

During the project, we build an Activity-Based Costing model for specific HR programs — identifying the functional event, documenting individual task owners and calculating the financial investment (eg. salary, time and technology costs). Short- and long-term plans are then developed for transforming or evolving the overall transaction.

In the benefits open enrollment case study below, WorkStrategy has identified manual steps that can be automated via self-service technology (highlighted in yellow) and various areas where paper administration can be eliminated or reduced (highlighted in blue).

► benefits open enrollment: process improvement recommendations



Our HR practitioners work with your HR, HRIS, and IT staff to incorporate your organization’s culture and corporate branding — developing a project roadmap and instituting new procedures. We suggest targeting the most strategic processes first. Examples are listed below:

- recruitment and candidate processing
- new hire onboarding
- payroll management
- time & attendance
- benefits administration
- compensation modeling
- salary increases & approvals
- performance appraisals
- workforce development
- employee & manager self-service

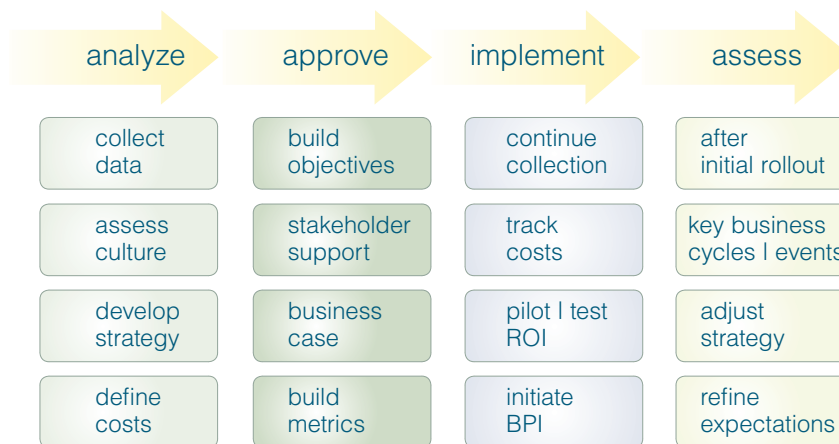


business process improvement

ROI methodology

In today's economy, no matter how small the initiative, you should still perform an ROI analysis. Functional assessments of processes within human resources will establish the foundation for change. Streamlining these complicated procedures and eliminating unnecessary steps or paperwork will further provide evidence for investing in new technology.

WorkStrategy has created an ROI methodology that can be used to justify new HR technology projects, gain stakeholder buy-in, manage costs and measure and communicate both tangible and intangible results. Our four-phase ROI cycle is intricately woven into all engagements – allowing customers to predict outcomes, manage executive expectations and make ongoing strategic decisions.



business case development

As organizations make the decision to improve enterprise performance by adopting more effective HR technology, they must make an investment both financially and culturally. WorkStrategy recommends developing a business case through the steps listed below.

1. define key processes for improvement
2. create Activity-Based Costing model
3. align goals with corporate strategy
4. target stakeholder support
5. define payback period (how long before break-even)
6. create change management plan
7. define technology costs
8. build a formal business case with cost justification

about WorkStrategy

WorkStrategy is an HR technology management firm providing strategic planning, investment analysis, process improvement, organizational change management, and application implementation services. WorkStrategy specializes in HR management solutions including payroll, benefits and compensation, recruitment, employee performance, enterprise learning, and vendor assessment and selection.