

Business Process Improvement



work: strategy

Improving Workforce Productivity

As your workforce adapts to changing organizational and competitive market pressures, new HCM application tools must also evolve. High-performing companies are continually re-assessing their talent management processes and HR technology systems to meet these demands. More relevant information, presented in an intuitive way to the right audience, are common challenges facing many human resource teams.

WorkStrategy's process improvement and transformation tools are designed to help organizations leverage their existing investment in software technology and capitalize on recent trends in cloud-based solutions.

Our approach is to focus on improving the underlying business processes – either by building out technology, integrating with complementary applications, or streamlining related human resource activities.

During these engagements, we work closely with customer subject matter experts to define requirements and highlight bottlenecks that are high priority targets. Adjustments to linked processes such as Pay for Performance and Manager Self Service can have a positive impact on large groups of employees throughout the organization.

- ▶ Pay for Performance
- ▶ Activity-based Costing
- ▶ Workforce Modeling
- ▶ Management Insight
- ▶ Employee Engagement
- ▶ Predictive Forecasting
- ▶ Alerts and Notifications
- ▶ Transactional Workflow
- ▶ Reporting and Analytics
- ▶ Device Independence

Building a Business Case

1. Define key process for improvement
2. Create activity-based costing model
3. Align goals with corporate strategy
4. Target stakeholder support
5. Define payback period
6. Create change management plan
7. Define technology costs
8. Build a formal business case



Pay for Performance Case Study

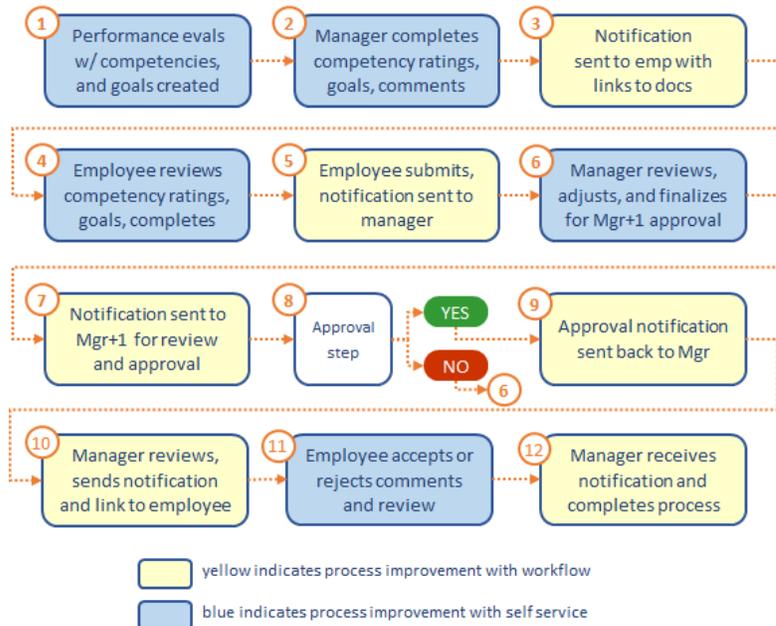
Many organizations are still mired in paper-based performance and compensation administration – even with HCM technology equipped with employee and manager self service functionality. Primary reasons stated include lack of clear leadership direction, process analysis effort, and general understanding of the software’s capability.

Our consultants are well-versed in many leading software applications such as PeopleSoft, Oracle HCM Cloud, and representative niche vendors. We approach each implementation with an initial Design and Prototype session in order to familiarize the project team with configuration options and best practices. In the case of “pay for performance” projects, our customers have experienced a 50% decrease in overall timeframe for completing performance evaluations – allowing time for senior management to review key metrics, and necessary financial recalibration steps.

- ▶ Process Integration Tools
- ▶ Complex Workflow Support
- ▶ Real-time HR Analytics
- ▶ Manager Guidance & Alerts
- ▶ One-stop Dashboard
- ▶ Total Rewards Statements

Productivity Tools

- ▶ Role-based Self Service
- ▶ Alerts and Notifications
- ▶ Approval and Workflow
- ▶ Real-time Analytics
- ▶ Integrated Processes
- ▶ Manager Guidance
- ▶ Decision Support
- ▶ Group-based Content



About WorkStrategy

WorkStrategy HCM technology specialists provide strategic planning, project management, process improvement, and talent management services for Oracle PeopleSoft and HCM Cloud applications. Our consultants are regarded as leaders in the HR management field and possess a unique reputation for exceeding customer expectations.