

ASSISTING IN THE IMPLEMENTATION OF AN HCM VENDOR

CLIENT CHALLENGE

Sikich was asked by a leading global diversified media, information and services company to help with the implementation of a global payroll solution. When we learned of the organization's payroll needs, their implementation was in process but was extremely behind schedule. Sikich conducted a two-week assessment of the project to determine the operational, organizational and technological readiness that would allow the project to successfully go live. As a result of this assessment, our client made the decision to postpone the initiative and organize a team to re-plan and add staff to critical implementation and readiness roles. We proposed the following resources and roles to ensure a successful launch of the client project, supported by findings from our joint Sikich and client team assessment.

THE SOLUTION

Our solution was to provide the client Project Oversight and Advisory Services that would deliver support to the team and advice to the vendor regarding project plans, issue management and assistance in planning and executing each phase of the implementation. As part of the implementation, Sikich also facilitated current process workshops and suggested improvement opportunities and best practice approaches to their existing processes. Our change management services assisted with organizational transformation that ensured a successful roll-out and organizational adoption. We also provided additional support in the training and delivery components of the new technology solution and processes.

THE RESULTS

We worked closely with the client to manage resources and provide them with the knowledge and approach for a successful system implementation that reduced the risk of project failure and delivered the project to the newly set launch time. Sikich consultants managed the implementation project and ensured that the execution was scoped, resourced and budgeted appropriately. We helped the client through the system implementation and ensured that the strategic and functional requirements were met while keeping the implementation process as streamlined as possible. We compiled the project plan, managed all issues and assisted in planning and executing each phase of the implementation.

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