

HUMAN CAPITAL MANAGEMENT TECHNOLOGY CONSULTING SERVICES

Achieve the correct balance of people, process and technology with your business objectives.

Selecting and running an effective Human Capital Management (HCM) technology solution is a daunting task exacerbated by the multitude of vendor choices, the complexity of organizational structures, the size of your budget, integration with other enterprise systems, regulatory requirements, payroll compliance and all the resources necessary to efficiently manage employee information.

OPTIMIZE YOUR HR FUNCTIONS

ASSESSMENT AND PLANNING

There is no “one-size-fits-all” approach to Human Capital Management. Your business and how it's organized is just as unique as your team, which is why a complete analysis of your organization helps highlight what's working and what could use improving. Our assessment and planning process includes:

- Discovery meetings with stakeholders and key Payroll and HR functional representatives
- A thorough and objective analysis of your organization and business requirements by reviewing existing program, process and policy documentation
- A formalized and detailed report of our analysis
- Recommendations including an overview of the HCM Technology marketplace relevant to your size, industry and other factors
- A strategy to help your stakeholders to understand the steps required to achieve the desired state, as well as resource and cost commitments

EVALUATION & SELECTION

The multitude of options and decisions can be daunting when it comes to vendor selection. Our proven approach will help streamline your evaluation process and make a well informed decision aligned to your business goals. Our process includes:

- Facilitating the review and comparison of vendor capabilities that satisfy a significant level of your organization's high priority HCM business and technology systems requirements
- Facilitating vendor workshops and follow-up meetings, including the preparation of vendor scripts, agenda, and vendor scorecards so that your selection team can consistently evaluate each vendor to make a sound decision on the best-fit application and vendor
- Assisting you with vendor contract review and negotiations

OUR EXPERT



KEN CRANNEY
SENIOR MANAGING DIRECTOR

T: 508.834.7045
E: ken.cranney@sikich.com

IMPLEMENTATION & ORGANIZATION

Implementing a new solution can be a complex and challenging task. Our experienced implementation experts can help you successfully avoid the potential pitfalls of HCM projects and deliver business results.

- Sit on the side of your organization in a Project Management role and work with the vendor so that there is a clear vision and execution of project objectives, milestones and timelines
- Help to ensure that your implementation project resources can manage the balance of transitioning to new systems and processes while maintaining the demands of their current workload
- Work with your stakeholders to develop an appropriate documentation, communication and training strategy that meets the unique needs of the organization and your population
- Can design, develop and deploy Change Management materials as needed
- Have resources that can step in and perform implementation tasks such as data analysis and conversion if needed

Connect your workforce with your workflow for a strategy that helps to seamlessly meet your business objectives.

For more information about our services, visit www.sikich.com.



Executive Alliance provided HR and Payroll consulting services for over 25 years and was acquired by Sikich in 2018. Sikich LLP is a global company specializing in technology enabled professional services. Founded in 1982, Sikich LLP is a leading professional services firm specializing in accounting, technology, and advisory services. Sikich draws on a diverse portfolio of technology solutions to deliver transformative digital strategies. Our clients utilize a broad spectrum of services and products to help them improve performance and achieve long-term, strategic goals.

Today, our Human Capital Management & Payroll Consulting division focuses on improving HR and Payroll functions and selecting and deploying appropriate technologies to drive business results. We assist companies with a broad-based HR and Payroll Advisory Service; with a client specific targeted approach. We offer technology evaluation and implementation services, payroll functional improvement services and broad HR Consulting services. Our areas of expertise include planning, evaluation, selection, implementation, staffing, management, and compliance.

QUESTIONS TO CONSIDER

- Are you satisfied with your current **HCM and Payroll solution?**
- Do you need help building a business case for an **investment in HCM?**
- Are you overwhelmed with the myriad of possible **HCM solutions?**
- Are you wary of how you will **navigate the sales process and solution demonstrations** so that you can make a sound decision on a HCM solution?
- Are you concerned about the resources needed to dedicate to a 6-12 month **implementation project** while maintaining your current level of HR and Payroll services?
- Have you recently implemented an **HCM or Payroll solution** but you are not getting the business results you expected?