

**HCM & PAYROLL CONSULTING**

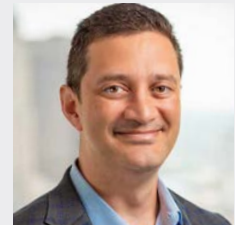
# HUMAN CAPITAL MANAGEMENT & PAYROLL CONSULTING SERVICES

**Human Capital Management (HCM) is considered a central part of every organization that values its employees.**

Your people reflect your organization’s core competencies and its culture. It is crucial to hire and retain the right talent, develop all employees and maintain compliance for your organization. At its core, HCM ensures your organization is successful in delivering effective HR and payroll services to your employee population, as well as developing and maintaining the critical back-end functions of your payroll and HCM technology solutions.

Sikich has been providing HR and payroll consulting services for over 25 years. Our clients utilize a broad spectrum of services and products to help them improve performance and achieve long-term, strategic goals. We assist companies in improving their HR and payroll functions and selecting and deploying appropriate technologies to drive business results. We offer technology evaluation and implementation, payroll functional improvement and broad HR consulting services. Our areas of expertise include planning, evaluation, selection, implementation, staffing, management and compliance.

## OUR EXPERT



**KEN CRANNEY**  
PARTNER

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

HUMAN CAPITAL MANAGEMENT AND PAYROLL CONSULTING		
<b>HCM TECHNOLOGY</b>	<b>PAYROLL ADVISORY</b>	<b>HR ADVISORY</b>
<ul style="list-style-type: none"> <li>Assessment and Planning</li> <li>Evaluation and Selection</li> <li>Implementation and Optimization</li> </ul>	<ul style="list-style-type: none"> <li>Payroll Operations Management</li> <li>Payroll Optimization</li> <li>Payroll Compliance</li> </ul>	<ul style="list-style-type: none"> <li>Workforce Planning and Talent Management</li> <li>Total Rewards</li> <li>HR Compliance</li> </ul>

## QUESTIONS TO CONSIDER

- Is your HR and Payroll technology meeting your organization’s needs?
- Are your HR and Payroll operations running effectively and efficiently?
- Do you have checks and balances to ensure full legal payroll and HR compliance?
- Do you have the correct HR and Payroll staff in place?

**SERVICES THAT PROVIDE PEACE OF MIND**

Depending on the size of your organization, its staff and your clients, a range of diverse HCM solutions can provide you with peace of mind and support in areas you may currently require.



**HCM TECHNOLOGY**

Selecting, implementing and managing an efficient and effective HCM technology solution can quickly become a daunting task, worsened by the multitude of vendor choices, the size of your budget, regulatory requirements and all the resources necessary to effectively manage your employee information.

Your goal is to achieve the correct balance of people, process and technology with your business objectives. We can help you with that.



**PAYROLL ADVISORY**

Payroll is continuously changing: from compliance issues, managing data and related policies to internal and external processes, collective bargaining agreements and unique payment arrangements. There are thousands of payroll tax jurisdictions in the U.S. alone, and you may find it challenging to keep up with the changes.

Working closely with your internal team, we can offer an array of payroll services to complement your business needs.



**HR ADVISORY**

Your organization is distinct, and so are your needs. To drive success and strengthen your internal HR processes, it's important that your HR goals align with your business strategy. From developing a talent acquisition program or creating an effective performance management process to establishing a meaningful change management plan, you need an experienced partner you can trust to support your organization and its functions.

Whether you're looking for HR expertise to develop and deliver a talent solution or you require additional support due to a lack of capacity on your team, Sikich's HR Advisory team can assist you with these solutions.

An effective HCM consultant becomes an extension of your current team and blends in to help your organization focus on your most critical Human Capital Management priorities. At Sikich, our people provide practical and tailored solutions structured to meet your goals and help your organization develop and implement highly valued solutions.

*For more information about our services, visit [www.sikich.com](http://www.sikich.com).*