

LEHRN – Member Exchange

Be The Match

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AGENDA

- About Us
- Implementation Story
 - Selection
 - Timeline
 - Learnings
- What's Next
- Q&A



BE THE MATCH

1,000 employees

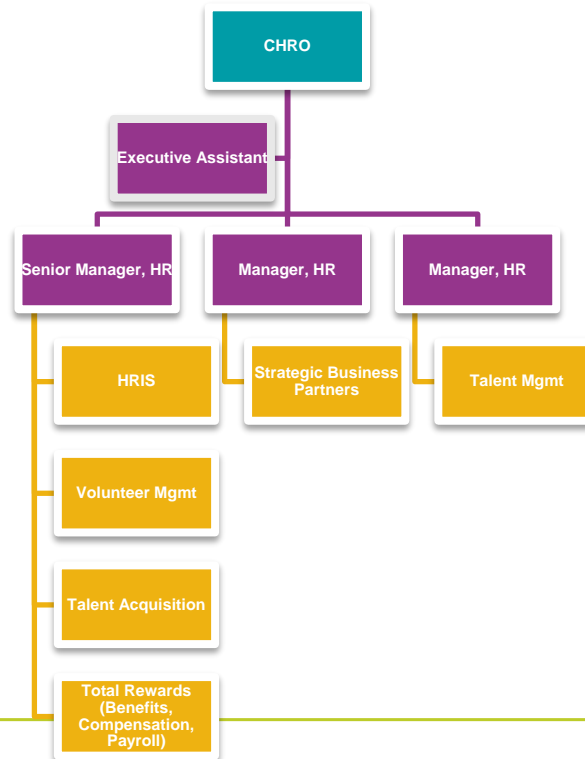
200 contingent workers

Multiple locations throughout the US

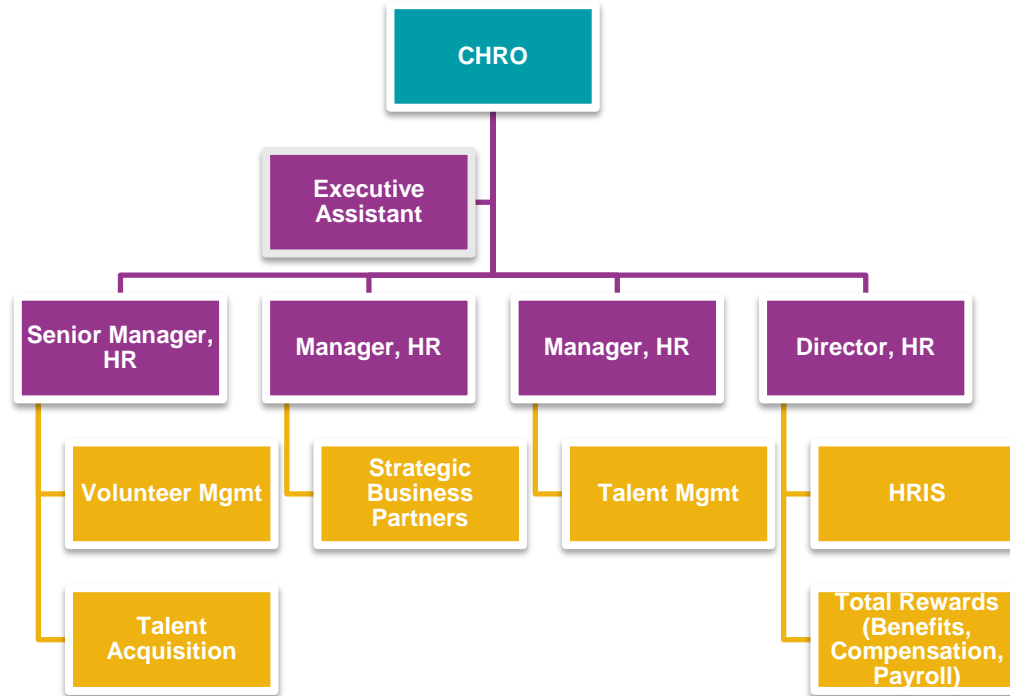
20 HR team members

8/2017: Completed implementation of Oracle HCM Cloud & ADP Payroll

HR ORGANIZATION (During Implementation)



HR ORGANIZATION (AFTER IMPLEMENTATION)



IMPLEMENTATION STORY

- Develop Business Case
- Selection Process
 - Product
 - Implementation Partner
- Completed Accelerate Phase
- Project Aladdin is born



BUSINESS CASE

HR TRANSFORMATION

Engage & Empower Organization

- Support our Employee Value Proposition in a competitive talent market
- Improve access to talent information to improve business decisions
- Increase effectiveness of headcount, compensation & benefits management

Lower Cost of HR Service

- Increase efficiency & scalability across the organization
- Increase compliance in a complex environment with numerous changes
- Improve data integrations to internal and external customers

SELECTION PROCESS (SYSTEM)

- Four – Three hour demonstrations
- Two – Six hour demonstrations
 - Invited stakeholders: HR, IT, Finance, Contracts
- Selected Oracle HCM Cloud
 - Integrations
 - Partnership
 - Cost
 - Met Requirements



SELECTION PROCESS (IMPLEMENTATION PARTNER)

- Five – One hour introductions with HR & IT
- Two – One hour onsite introductions with HCM Steering Committee
- Conducted Reference Checks
- Vote by HCM Steering Committee
- Selected KBACE
 - Partnership/Culture
 - Knowledge
 - Reference Checks



ACCELERATE PHASE

Create SME Team

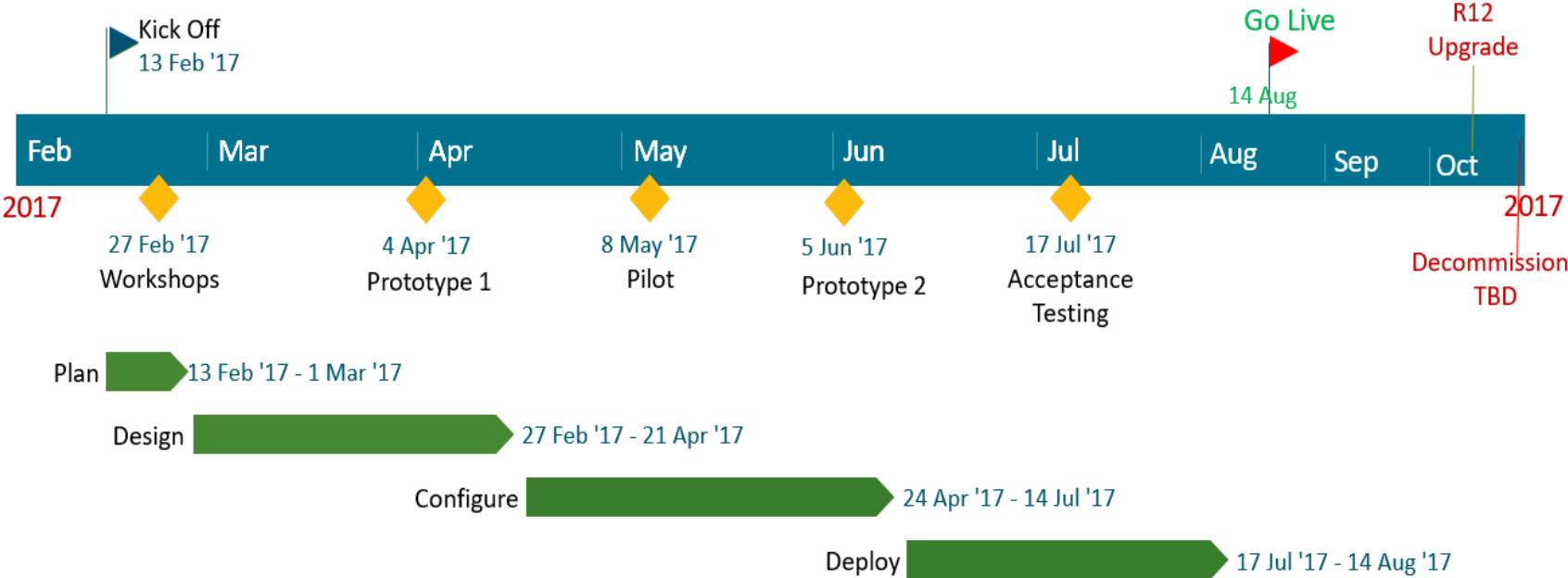
Define high-level requirements

- One month commitment
- First introduction to KBACE team

Recommendation to Steering Committee

- Timeline
- Cost
- Approach

PROJECT ALADDIN TIMELINE



PROJECT SUCCESS FACTORS

Project is delivered
on time & on budget

Data is transmitted
accurately through
integrations

Financial
integrations and
processes are
improved

Current automated
functionality is
maintained

Automate identified
manual processes:
Contingent Workers,
Incentive
Compensation

Communication,
Adoption & Training
plans are followed

LAUNCH DAY



IN THE END...

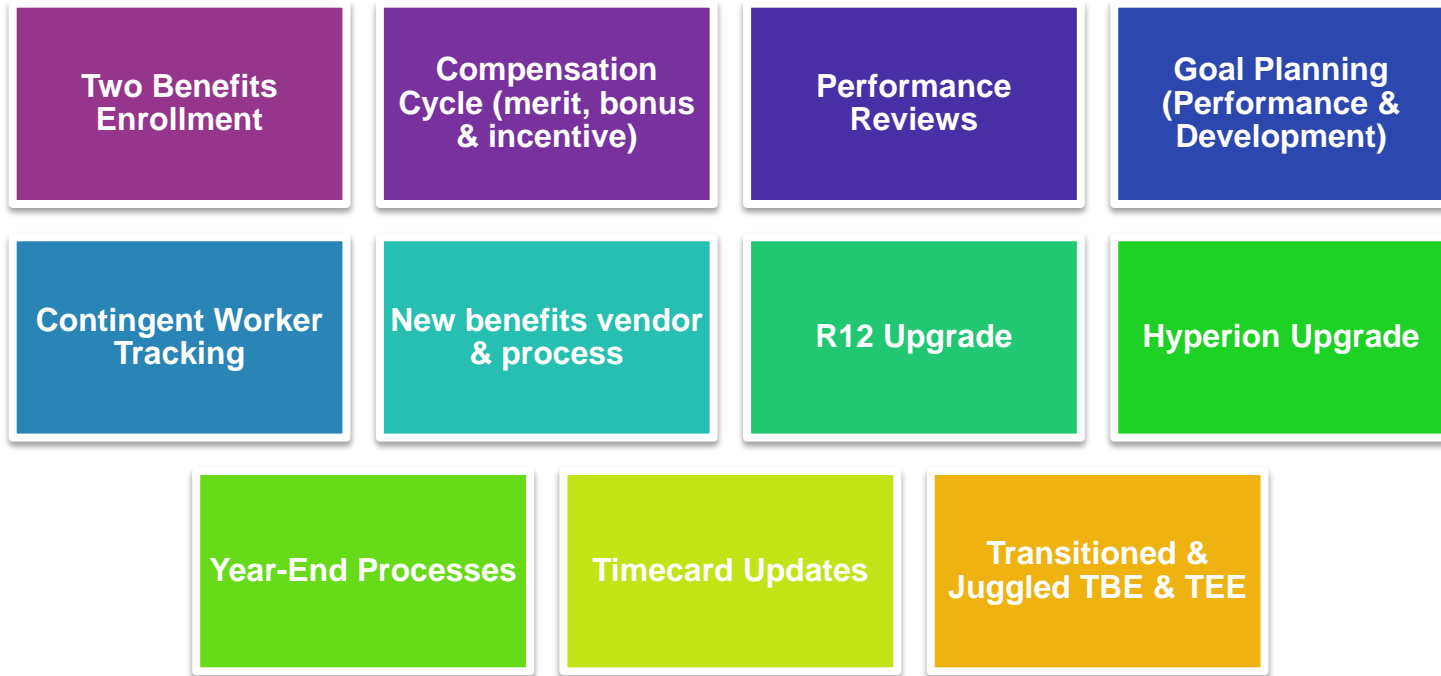
BEFORE

- **Vista** – payroll and people management
- **Taleo Business Edition** – Recruitment and Performance Management
- **Benefits Focus** – Benefits Management
- **Service Now** – Payroll and People Management changes
- **Spreadsheets** – Contractor Management
- **Spreadsheets** – Leadership Annual Incentive Plans
- Several manual processes to feed information to all the systems

AFTER

- **Oracle Cloud**
 - Core HR
 - Compensation
 - Time and Labor
 - Talent Management
 - Recruit (OTAC)
 - Benefits
- **ADP**
 - Payroll

AFTER LAUNCH...



LESSONS & LEARNINGS

Increased VISIBILITY

- Plan for more questions and added scrutiny
- Be sensitive to process timeline
- Keep in mind HR processes span the organization
- Create supportive team

Resource CAPACITY

- Examine resource capacity through out project
- Realize capacity includes more than time, but also energy
 - Leverage partnerships
 - Navigating new partnerships takes time
- Utilize Product Owner Role

Support CHANGE

- Conduct Accelerate Phase
 - Whole New World Approach
- Evaluate capacity for change and culture acceptance
 - Utilize Organization Advisory Team
- Dedicate time to a united front
 - War Room for Go-Live

LEVERAGING PARTNERSHIPS

INVITE

Internal Stakeholders

- Advisory Team
- Implementation Team
- User Experience Testing
- War Room

Implementation Partner

- Product Demonstrations
- Launch Week

ASK

Product Partner

- Vendor Partners
- When you are told no
- New features

For the best

LISTEN

Implementation Partner

- Trust the process

INVOLVE

Product Partner

- Challenges
- Business Changes

User Community

- Online
- Conferences

WHAT'S NEXT

System
Stabilization

- **Support Change**
 - HR and organization are confident and comfortable utilizing MySource

Determine
Support Model

- **Provide Exceptional Service**
 - Key stakeholders are supported and service expectations are met

Deploy System
Functionality

- **Develop & Retain Talent**
 - MySource enables the successful execution of talent management programs/processes



ORACLE HCM CLOUD USER GROUP

Looking to start a local user group
We will have a table at the annual Expo

Please join us!

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