

EMBRACE THE MOVE TO THE **CLOUD**

Beyond the Boundaries of HCM IT

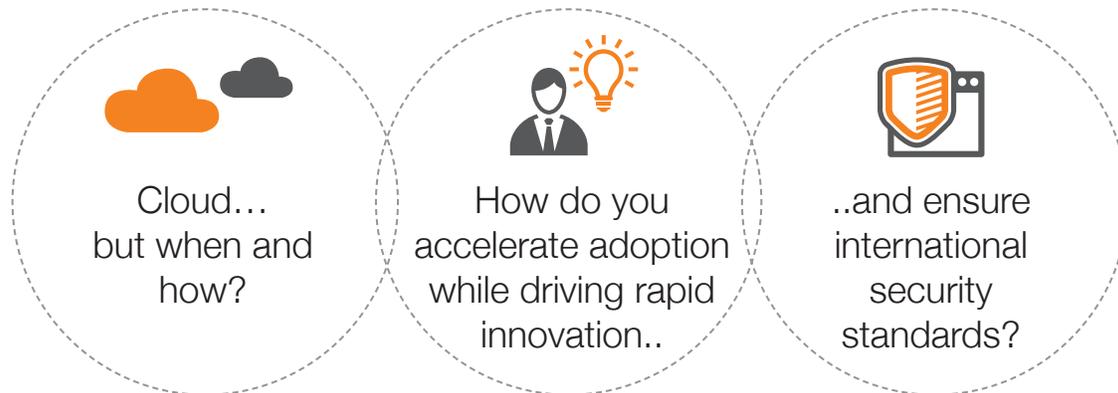
WITH HCL'S NEXT-GEN SOLUTIONS & HR STRATEGIES

EMBRACE THE MOVE TO THE CLOUD

Dramatic changes in Human Capital Management (HCM) technologies are propelling Chief Human Resource officers to rethink their strategies. While some are embracing new tools such as HCM reporting, payroll processing, talent management, workforce planning, and more, it is the cloud-based HCM solutions that are really shaking up conventional HR business models.

However, not all cloud-based HCM offerings are mature. How do you ensure that as you move or plan to move your HCM to the cloud, you invest in a solution that is truly future-ready?

Key Considerations before Moving to the Cloud



MAKE THE RIGHT MOVE WITH THE RIGHT PARTNER

HCL's expertise and experience in cloud technologies can help make your journey to the cloud a success. We support organizations in developing a cloud-based HCM strategy; creating an effective business case, and choosing operational HR models that work in the new landscape.

We have developed practical and workable HCM strategies that allow organizations to easily move their HR processes into the cloud, as well as strike the right balance between

the use of new technologies and existing investments. Our IT, business and HR executives continuously work in tandem to reshape the future of HR by:

- Guiding the HR IT strategy from a genuinely "software-agnostic" position
- Developing operating models, organization designs and processes that are tuned to address business issues enabled by the right technology
- Implementing and evolving HCM solutions to meet our customers' needs

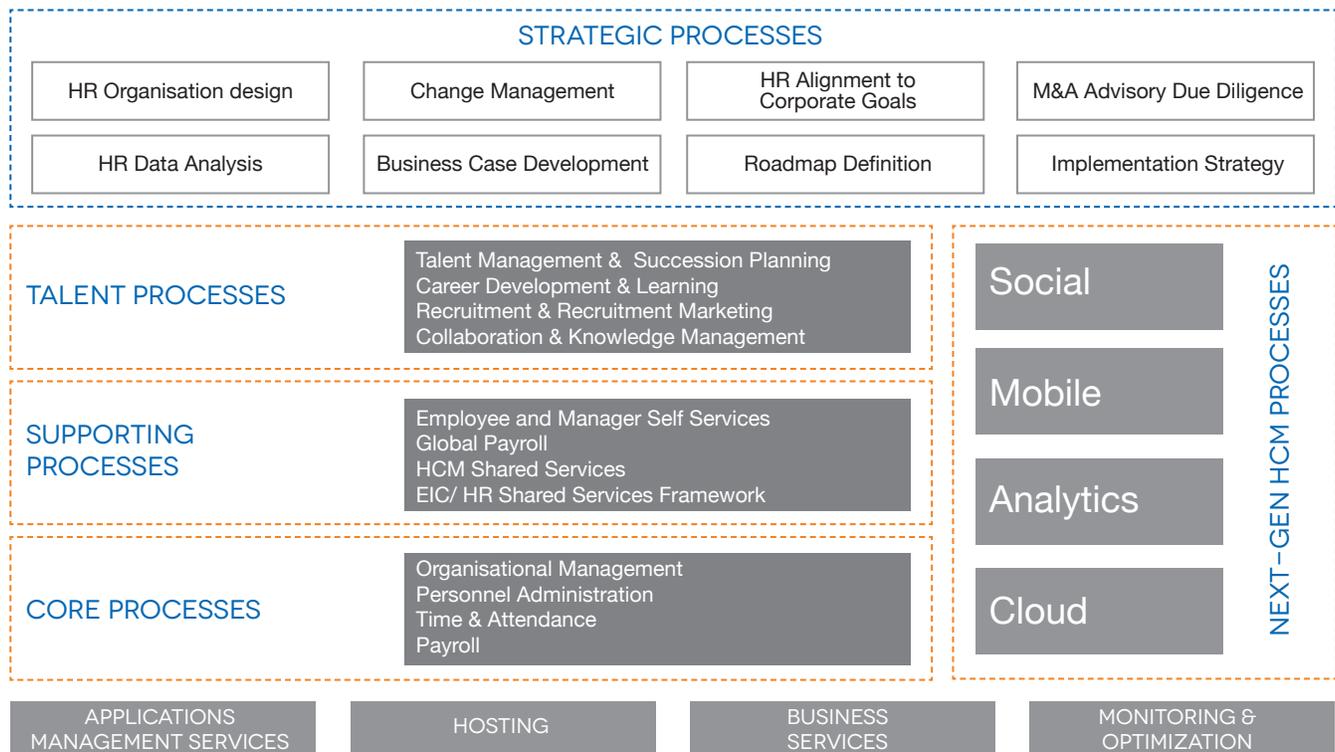
FRAMEWORK FOR THE NEXT-GEN WORKFORCE

We understand how cloud and on-premise deployment are different, and have developed a blended methodology that enables a seamless deployment for our customer. For this, we have built a HR framework that will help organizations:

- Enable the latest technologies to better engage with the next-gen workforce
- Build HR roadmaps considering existing investments, corporate culture and goals
- Identify which HCM data should be moved to the cloud first
- Develop a pace-layered HR applications strategy
- Enhance user experience, reengineer talent management, and integrate social learning and collaboration tools
- Drive rapid innovation at low cost and risk

Our HR Framework

Enabled for the future with state of the art HR



OUR TRANSFORMATIONAL HR PROPOSITIONS AND CAPABILITIES



Value Propositions



Core HCM and Hybrid: Integrate and extend on-premise HCM applications (SAP or Oracle Suite) HR and Payroll solutions with a Cloud Talent solution.

- A complete solution delivering improved usability through social, mobile and analytics
- Enhanced user experience makes it easy to adapt and use HCM applications
- Integrated, best-practices help simplify design and implementation for coexisting on-premise and cloud-based HCM applications
- Social networking tools and embedded analytics enable timely insights by business process across the organization



Cloud and Talent Management: Enable your talent strategy leveraging the cutting-edge applications available in the market such as SAP, Ceridian DayForce and Oracle's suite of HCM cloud solutions.

- Develop a holistic talent strategy which defines the acquisition, retention and development of your workforce

- Strategic Workforce Planning, which ensures that your business has the right people, with the right skills, in the right jobs at the right time
- Develop an enterprise talent life cycle approach
- Incorporate social networking tools and embedded analytics that can enhance the quality and success of your learning management and talent acquisition domain solutions



Business / Application Support Services (BASS) and HR Outsourcing: Transformational services that can help you reap the full benefits of on-premise and cloud investments while lowering operating costs. Plus, you can also use outsource a number of different HR-related activities such as HR, Benefits, Payroll, Workforce and Talent Management.

- On-premise and cloud-based Application Managed Services for SAP, SuccessFactors and Oracle Talent Cloud
- HRO to deliver life cycle Human Capital processes and services to meet their people, process and organizational needs



HCM capabilities



Cloud

- Business Case / Strategic Planning: On-premise vs on-demand HRIT strategy
- Proven HCL cloud delivery capabilities (e.g. Salesforce.com, SuccessFactors, Taleo)
- Blended end-to-end cloud and on-premise application support. Adept in maximising the benefits of agility and innovation of cloud - not just implementation
- Established capability in cloud integration of MuleSoft, IBM Cast Iron, Dell Boomi



Mobile and Social Networking

- Established and award-winning Mobility Centre of Excellence. Successfully delivered multiple mobile solutions in HCM
- Successful HCM mobile deployments in finance, telecoms and government sectors

- Enterprise Mobility Assessment Framework to support business case development
- A framework to determine the social strategy within the workforce – that will best suit specific company needs, based on demographics, technographics, people and business strategy



Analytics

- HCM Analytics Maturity framework to maximise data analysis at each maturity level
- Big Data solutions focussed on solving critical industry / customer challenges
- Support on how to make the most of your reporting tools
- Access to timely HCM data through mobile devices



User Experience

- Strong usability methodology imposed on every HCM project
- Alliance with Birmingham University Usability Labs
- Innovative approach on user adoption of self-service solutions (e.g. gamification)

HELPING ORGANIZATIONS MAKE THE MOST OF HCM INVESTMENTS

| |  <p>We helped a major retail company modernize HR and payroll</p> |  <p>We helped a leading logistics company implement SuccessFactors Talent</p> |  <p>We helped a major transport company integrate SAP on-premise with SuccessFactors'</p> |
|------------------------------------|---|---|---|
| The Objective | To replace the existing payroll solution with a new HRIS solution that will provide core HR services as well as Talent Management services. | To deliver a world-class integrated talent and recruitment solution to the entire Group organization of over 14000 employees. | To deliver a world-class performance management solution to engage and motivate top talent. |
| HCL Solution | <ul style="list-style-type: none"> • SuccessFactors Employee Central + Employee Central Payroll • SuccessFactors BizX Suite (Performance+ Goals, Learning, Succession, Career and Development) | <ul style="list-style-type: none"> • Implementation of the SuccessFactors BizX Suite (Performance + Goal, Recruiting, Succession and Development, and Learning solution) • Integration with the existing SAP HCM landscape | <ul style="list-style-type: none"> • Evaluation of SuccessFactors Performance and Goals module • Integration with the existing SAP HCM landscape |
| Business Benefits Delivered | <ul style="list-style-type: none"> • Future-proofed the HR landscape • Enabled transformation program • Provided 'self-services' capabilities to 200K employees across 2 countries • Increased operational efficiency • Facilitated fully integrated reporting | <ul style="list-style-type: none"> • Increased HR effectiveness and enhanced employee engagement • Reduction in recruitment costs • Increased understanding and utilization of internal talent • Centralized, standardized skills repository utilized across all talent processes | <ul style="list-style-type: none"> • Increased HR effectiveness and enhanced employee engagement • Reduction in recruitment costs • Increased understanding and utilization of internal talent |

WHY CHOOSE HCL?



Proven Domain Capabilities

- 200+ global HCM transformation programmes, on-premise, cloud, hybrid
- 700+ dedicated HCM consultants (9 years+) – Many are CIPD and IPPM qualified
- Technology enabled HCM transformation
- Life cycle delivery of hybrid (on-premise/cloud) to enterprise HCM cloud and enterprise talent solutions across applications
- HRO/BPO and Managed Services (BPaaS) across on-premise and cloud
- Renowned in the industry for our innovation, benefits-led approach and high calibre team
- Proven in defining, quantifying and delivering tangible HR benefits \$5m-\$50m



Strong Industry Partnerships

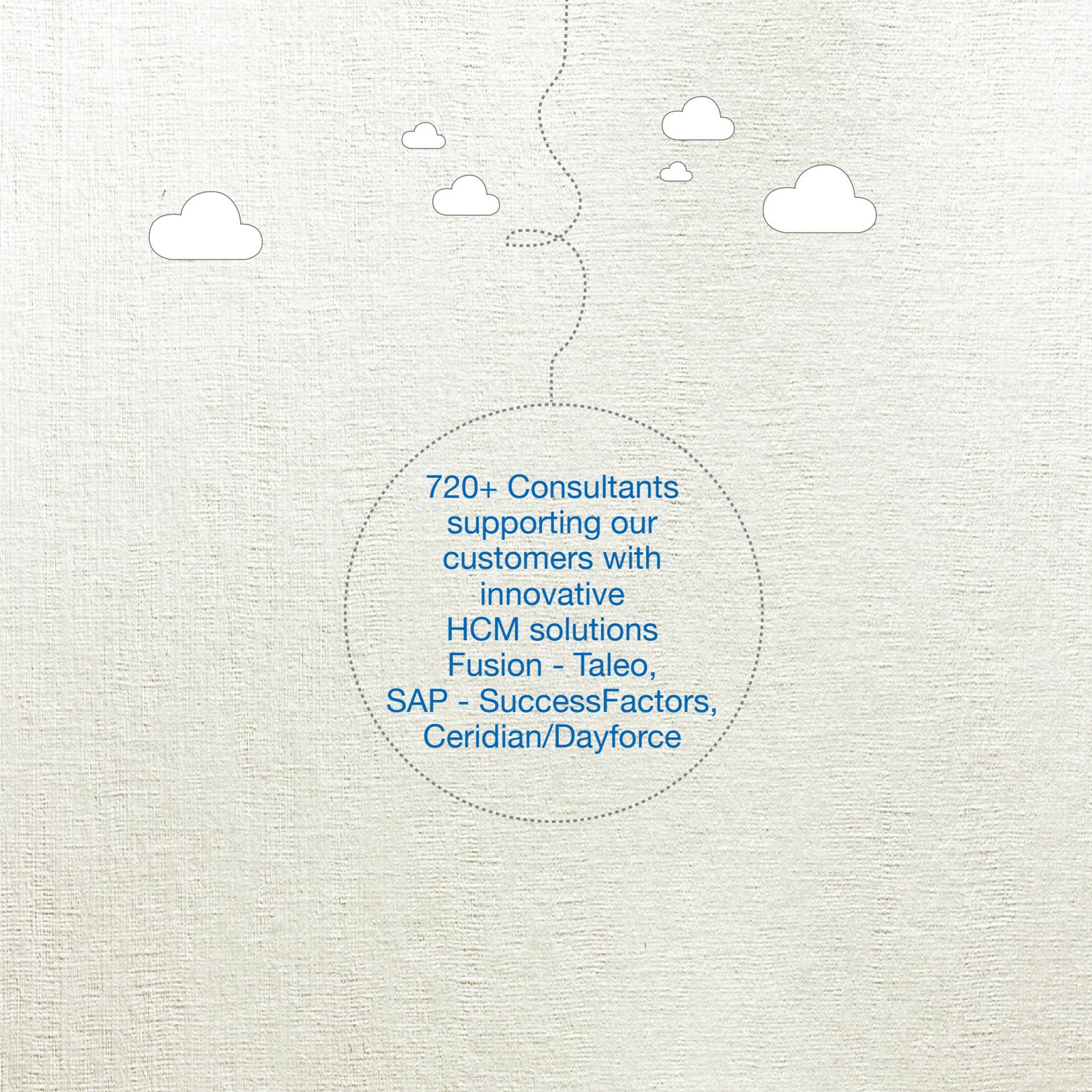
- AP Global Partner
- Oracle Platinum Partner
- SuccessFactors Global Partner
- Ceridian DayForce
- Cornerstone



Global Recognitions

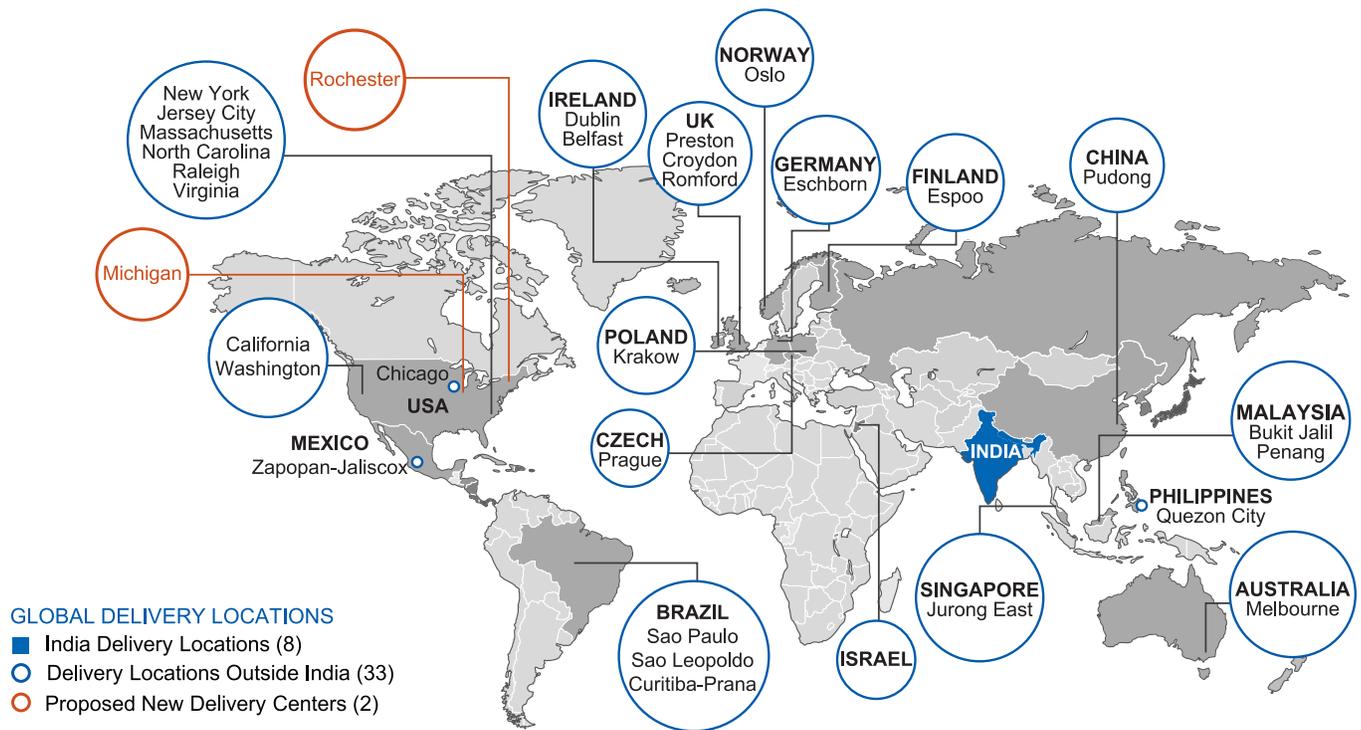
One of four global strategic partners for SAP cloud solutions

- One of the few partners who have delivered Oracle's cloud HCM solution
- 2013 Mobility Solution of the Year from IT Europa
- Best mySAP HR Implementation by SMRT
- First global mySAP HCM implementation
- Largest global implementation of SAP Shift Planning
- Broadest scope HR-centric BW analytics implementation
- First eGovernment SAP Portal solution
- European Enterprise Transformation of the Year 2012
- SAP Quality Awards Gold Winner 2011 United Kingdom and Ireland



720+ Consultants
supporting our
customers with
innovative
HCM solutions
Fusion - Taleo,
SAP - SuccessFactors,
Ceridian/Dayforce

OUR GLOBAL FOOTPRINT





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