



Ensure that you
are part of the
HCM Technology SCAM



HCL

The HCM Technology SCAM

The Problem

The past few years has witnessed dramatic changes in the technology available to engage and manage an organization's human capital. Integration with Social Media, widespread adoption of Mobile applications, the increased breadth and speed of Analytics, and the ability to access so much of the offering through public or private Cloud. The HCM SCAM is upon us, but what approach do we take?

Traditional market leaders like SAP and Oracle have been challenged by contenders like Workday, using their M&A funds to enhance their offerings with the likes of SuccessFactors or Taleo. And as with all things technology, some of the offerings are mature, some are really not. So what do you do? And when?

How Can HCL Help?

We focus on solutions that will deliver real value to our customers, striking the right balance between the needs of HCM, the use of new technologies and leveraging existing investment. We engage IT, business and HR executives to help shape the future 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.



Our Proposition...

The emergence of many new HCM technologies has resulted in aggressive selling from software vendors who do not always consider the wider picture that encompasses effective Human Capital in specific industry sectors.

SCAM Assessment

Free* insight into what Social Media, Cloud, Analytics and Mobile could offer your Human Capital.

We will:

- Conduct a high level assessment and review of your current HCM IT landscape
- Review your current/planned HR and related business initiatives
- Provide a full report in clear no-nonsense language on the HCM technologies that you could exploit to successfully support your initiatives now and in the future.

The HCM Technology SCAM

* No charge for consultant time. Travel and incidentals may be payable. Offer is limited to 15 organizations who will be selected purely at HCL's discretion

The HCL Difference

Few companies have a simple answer to the HCM challenge. They have existing investments that need to be leveraged, or at least considered. They don't want to be behind the game, but nor do they want to invest in technology that is not ready.

At HCL we have been working with large organizations for the past two decades to develop practical and workable HCM strategies. Unlike most of our competitors, our business consultants, process consultants and technology consultants reside in a single, global practice. So our team always gives advice that is both progressive and practical; value-creating and cost-considerate.

We are renowned for our innovation and have continually pushed the boundaries of HCM IT, successfully delivering many technology 'firsts'. This continues as we move into a new era of HCM software and we have won three prestigious industry awards for our HCM programs since November 2011 alone.

The Next Step

HCL is offering a complimentary two week HCM SCAM assessment which will evaluate your current HR IT strategy against current market offerings and your desired operating model.

Case Study

World Leading Logistics Company

The Client

The client is a world leader in postal innovation and one of the UK's largest companies. The group's businesses connect the whole world to the UK, door-to-door.

The client can only maintain its pre-eminent position if it continues to meet the challenges of the marketplace and the regulatory environment by delivering top quality service, constant improvement and new innovations.

The Problem

A key current focus for change in the business has been to improve and enhance the people management processes that the client uses to manage and deploy its 150,000 staff. The People System Program (PSP) is an HR modernization program and was conceived to implement an enterprise HR system into the client, whilst streamlining and improving HR process, improving workforce motivation and enabling proactive and strategic HR and HR Shared Service Center functions.

Before the introduction of PSP, the HR technology landscape was overly complex and diverse with 18 HR systems and 24 separate databases. HR processes often involved considerable paperwork and manual effort.

Management information was difficult to aggregate and was provided from many different systems. People development and talent management processes struggled to meet business needs. Management involvement in people issues was largely reactive, not proactive and managers were heavily reliant on HR teams for support.

How HCL Helped

PSP has succeeded in its objectives of getting the connected community of managers and users to take more ownership of HR and line management matters. This shift to closer line manager and employee involvement in turn drives a refocus on the Shared Service Center functions – ensuring they are operating at peak efficiency, concentrating on essential functions. HR Business Partners are now less likely to encounter HR administration requests, enabling a strategic focus to prevail.

The Benefits

Tangible savings and £ multi-million benefits in key areas include:

Self Service Model Efficiencies

The implementation of SAP and HR Self Service along with the re-design of current processes is standardizing and driving efficiencies in HR and Payroll. HR Self Service is reducing the operating costs of HR.

Time Management

The provision of timely and accurate information to managers is reducing local absence rates and equipping HR with the tools to analyze broader trends, allowing problem areas to be identified earlier and overall absence rates to be reduced.

Reduction in Litigation Costs

Clear understandable policy information means there is less chance of using information that is out of date or wrong, leading to fewer employment cases going to tribunal. Reduction in the overpayment of staff allowances through improved monitoring and controls.

Workforce Management and Planning

Greater access to historical and current people data and more control over organizational management are enabling improved resource planning and helping the client to manage its operational peaks and troughs more cost-effectively.

Hosting/Hardware/Software Consolidation

The implementation of a single integrated solution will replace 18 legacy systems and significantly reduce the total cost of ownership in relation to Hardware, Licenses, Software, Training and Support.

“*This prestigious award recognizes the quality way we have implemented one of the largest, integrated SAP HR systems in Europe, something which could not have been achieved without the commitment and expertise of the project team and our partner organization HCL*”

HR Shared Services Director

About HCL

True Global Delivery

HCL operates as a single global organization allowing us to deploy consulting teams which leverage proven industry and solution best practices from our offices and delivery centers around the world.

HCL is a leading technology organization with revenues of \$6.2bn and 90,000 employees operating from 31 countries around the world.

HCL's Enterprise Application Services (EAS) division helps clients transform, sustain and evolve their businesses through the effective deployment of enterprise technology. Focused on creating best run businesses, EAS primarily utilizes SAP, Oracle and Microsoft technology in achieving these goals.

HCL's EAS practice is a leader in disruptive enterprise technologies including cloud, mobility, social media, big data and analytics and engineered systems.



\$6.2
BILLION 

31
COUNTRIES 

90000
PEOPLE 

HCL is the leader in accelerating the value of your SAP investments.

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