



HRNINJAS

Proud to be People Tech Partner

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Business Case Template Info

for

HR Ninjas



Covers basic concepts, guidance and more...

A Reference for the Rest of Us!



Typical Challenges

Prior to [SYSTEM]



Lack of a Unified People Platform

Different ways of working within markets / too many variations / no unified HR system in place to manage people across their full lifecycle and improve employee proposition



Too Many Manual and Excel Driven HR Processes

Current processes include several Excel / Paper based tasks (e.g. Performance); Limited workflows; Time consuming to report against;



Minimal Self Service & Empowerment

Sub-optimal self service and data inconsistencies are increasing administrative burden on HR and Managers



Limited Real-Time Visibility Into Workforce Data

Difficult to get an accurate view into employee metrics, people costs, quality, and capabilities (e.g. diversity, org structures / reorgs)



Lack of Executive Insights

Availability of real time data and lack of insights is slowing decision making (e.g. attrition analysis, pay4performance, internal talent spotting)



Risk Mitigation

By deployment of [SYSTEM]

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Leadership

- Difficult to assure business compliance
- Higher costs due to federated IT landscape
- Difficult to understand, forecast, and manage workforce spend

Business

- Fragmented view of performance, job requisitions etc.
- Insecure repository of HR data on shared drive
- Limited history and audit trails
- Challenged to grow rapidly and maintain efficiency
- Difficult to track headcount
- Significant time spent on manual activities

Financial

- Limited org visibility and flexibility across regions
- Inability to access employee skills & development needs
- Inconsistent and lower quality data slows reporting & decision making

Administrative

- Significant time spent on manual activities
- Difficult to accurately track headcount incl. contingent workers
- Fragmented view of employee assets (compensation, absence, benefits, payroll, perf etc)

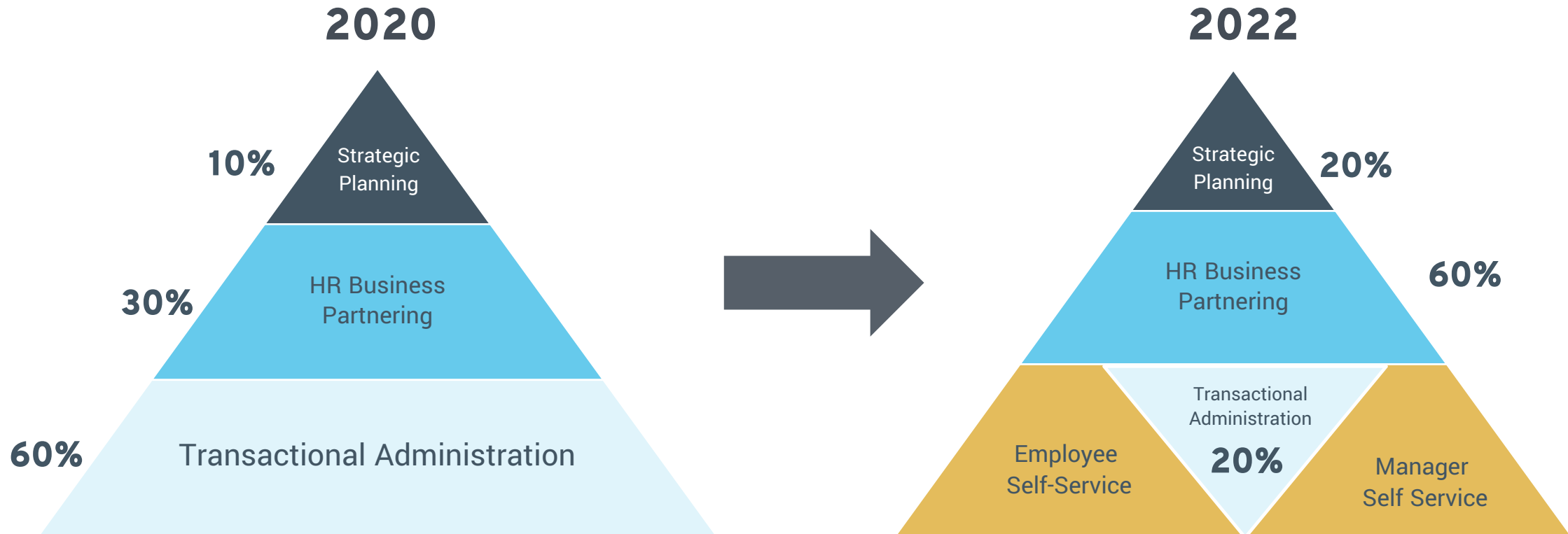
Technology

- No consistent HR technology in place
- Limited integration between systems to unify workforce data
- Limited self-service tools for employees & managers
- Limited end-user reporting tools
- Low adoption due to non-intuitive UI's
- Outsourcing costs that can be optimized



Enable change of HR focus

Self service moves transactional burden from HR Admin



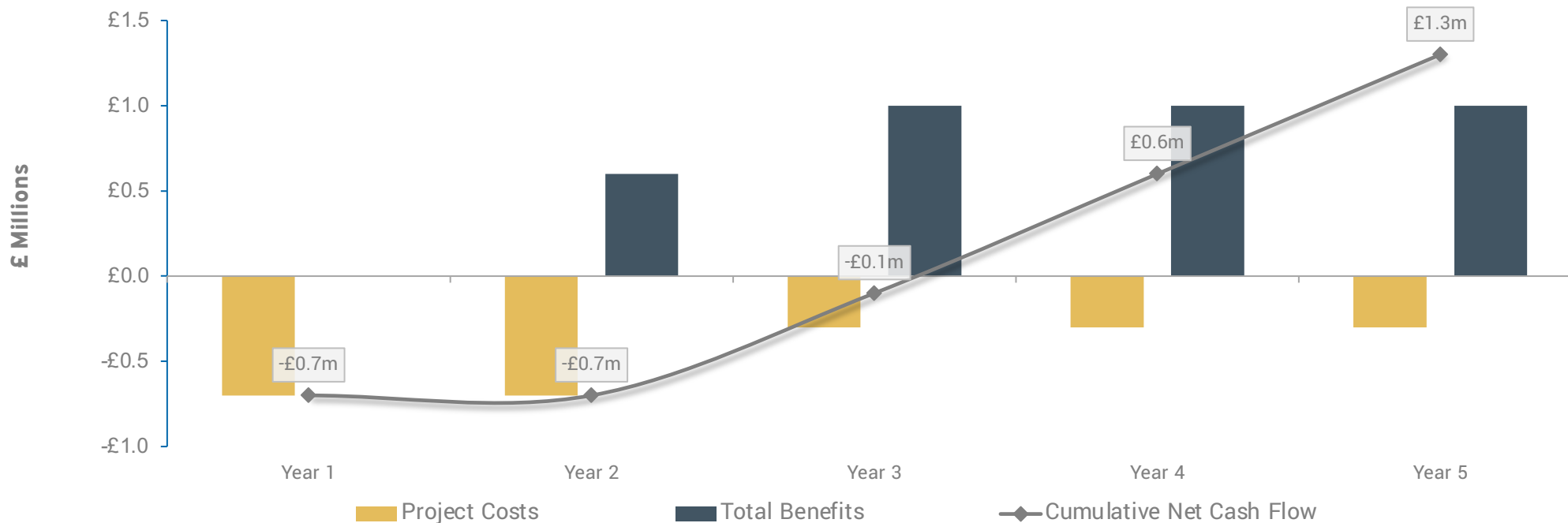
Today, fragmented systems and the lack of common process mean HR resources are disproportionately focused on administrative tasks

With the investment in [SYSTEM] systems and process, HR resources will be redirected to adding greater value to Company's strategic business priorities



[SYSTEM] Project

Financials



Total 5 Year Benefits

£ X M

Total 5 Year Costs

£ X M

ROI

X%

Payback Period

X months

Cost of Delay

£ X K / month



Breaking down the financial benefits

Of an [SYSTEM] project (1/2)

Recurring Annual Benefits Fully Realized – £TBD

Total Cost of Ownership

£TBD

Eliminated HCM and Related Software £TBD

Eliminated External System Support
£TBD

Functional Efficiency

£TBD

Increased HR Efficiency
£TBD

Eliminated External HR Admin Support £TBD

Reduced Paper and Printing Costs £TBD

Improved Succession Management
£TBD

Business Effectiveness Savings

£TBD

Manager Time Savings
£TBD

Improved Employee Retention
£TBD

Improved Internal Hiring
£TBD

Improved Performance Management £TBD

Faster Onboarding of New Employees £TBD

Improved Absence Management £TBD



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