



Business case template info

Covers basic concepts, guidance and more...

A Reference for the Rest of Us!

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Typical challenges

Prior to [SYSTEM]

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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

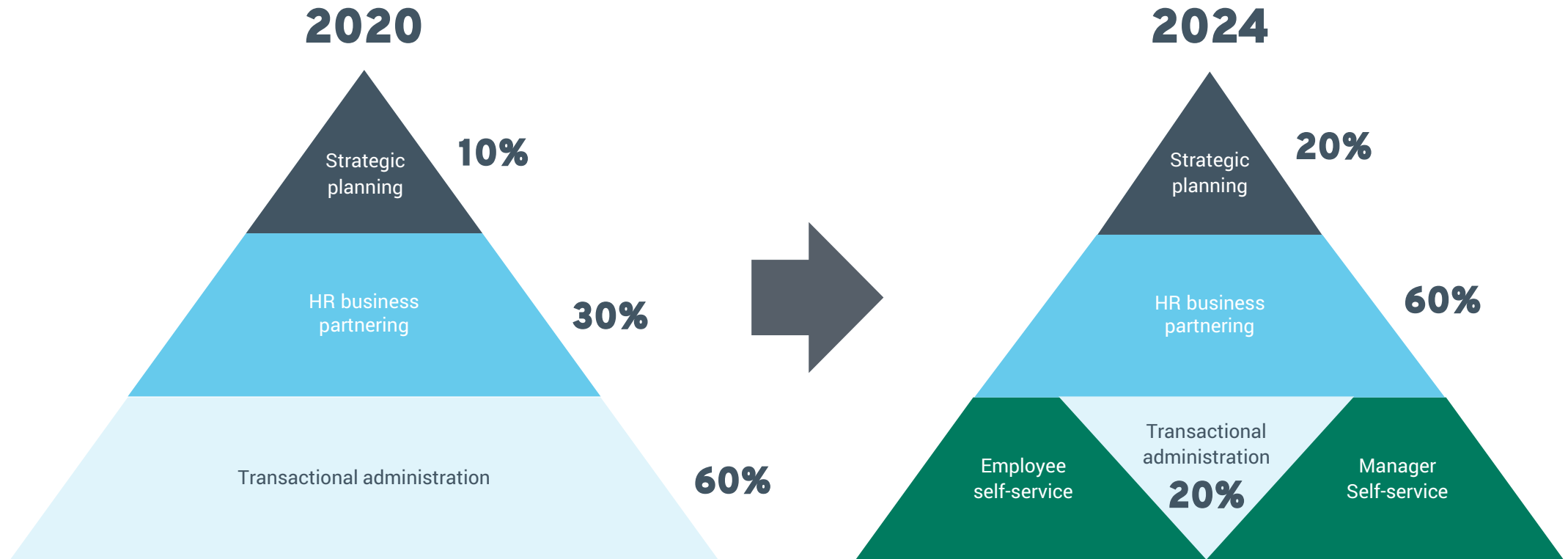
- No consistent HR technology in place
- Limited integration between systems to unify workforce data
- Limited self-service tools for employees & managers
- Limited end-user reporting tools
- Low adoption due to non-intuitive UI's
- Outsourcing costs that can be optimized



Enable change of HR focus

Self service moves transactional burden from HR Admin

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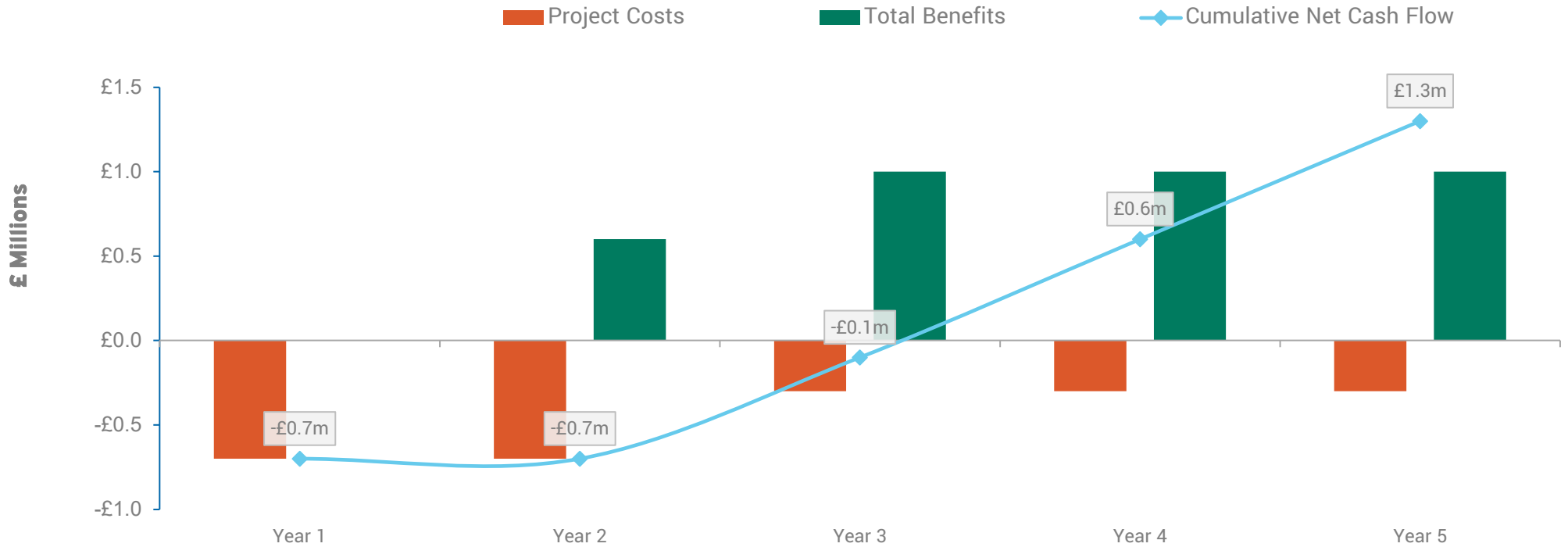
Today, fragmented systems and the lack of common process mean HR resources are disproportionately focused on administrative tasks

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

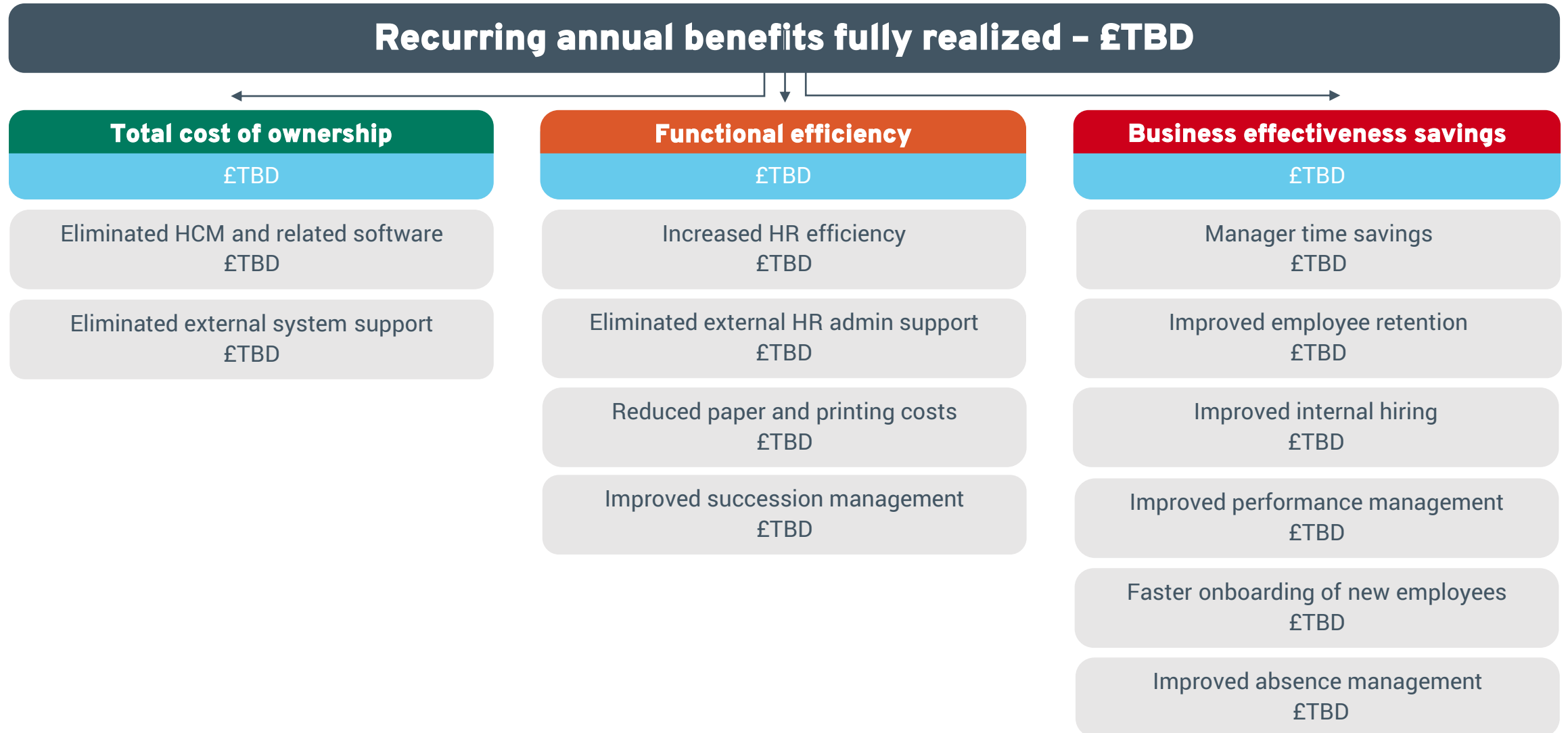
£ X K / month



Breaking down the financial benefits

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Of an [SYSTEM] project (1/2)





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