

Unleash the people power in your business in less than 90 days

It doesn't have to take forever to bring in a modern, automated, global HCM system

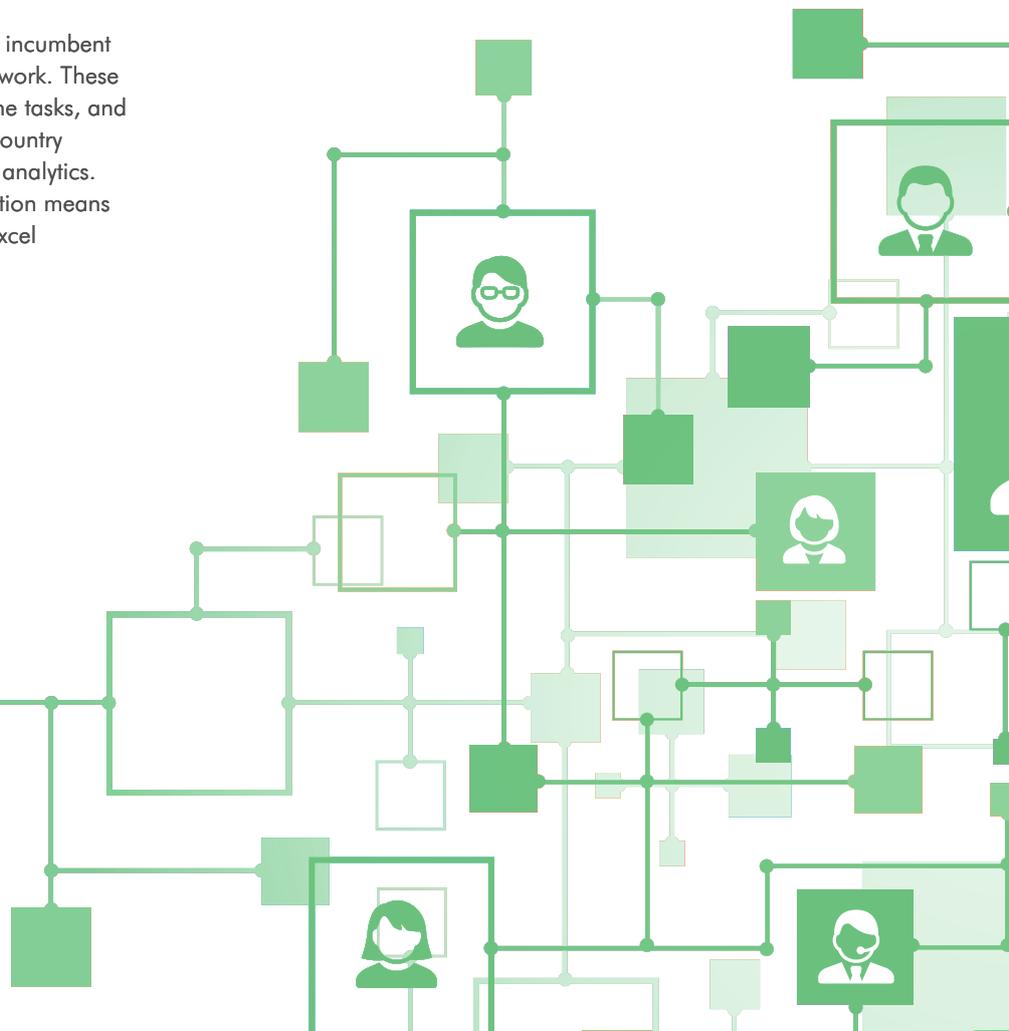
Today's new breed of agile, fast-growing, global businesses often find themselves held back by IT systems that were designed for a slower-paced, more predictable world.

Their employees expect to complete routine tasks online from wherever they are, with instant results. Their managers and executive leaders demand accurate, real-time information so they can see how the organisation is performing and where they need to take action to raise their game.

But their IT systems are letting them down, unable to deliver the immediate insight and rapid resolution that an agile, responsive enterprise demands.

Nowhere is this more true than in HR, where many incumbent systems do little more than keep a record of paperwork. These outdated systems add cost and complexity to routine tasks, and they often lack modern capabilities such as multi-country operations, delivery to mobile devices or real-time analytics. Tracking and analysing performance or compensation means wrestling with inefficient paper trails, error-prone Excel spreadsheets and fragmented data.

These failings are holding back the organisation and its ability to recruit, reward and retain the right people to achieve its goals. Introducing a modern, fully integrated HCM system can bring global consistency and self-service efficiency. Most important of all, it can deliver reliable, real-time data and dashboards to help drive a successful, proactive talent management strategy.



You don't have to wait any more

Despite the potential benefits, many organisations hold back from upgrading their HR system because they fear the disruption and cost of a lengthy upgrade process. They assume that implementing a powerful, modern HCM system will require the same 12-24 month professional services engagement that accompanied the traditional, slow-moving HR systems of the past.

The good news is that those long-winded implementation timescales are themselves a relic of the past. With the right technology architecture and rapid implementation processes, it's possible to have a next-generation HCM system in operation in less than 90 days.

Getting to go-live in such a short span of time has many advantages:

- Get on with realising your talent goals. The sooner you're able to implement consistent, automated processes, the faster you can begin to analyse reliable, consolidated data on staff performance and start planning how to help your people achieve even more.
- Reduce costs and achieve rapid ROI. A quick implementation process not only incurs less spend in itself, it also speeds the time when you can end the daily drain of resources tied up in inefficient paper processes, data consolidation and systems management. Many of these projects achieve a complete 100% return on investment through operational savings within a year of going live.
- Hit vital business deadlines. Completing the changeover in just 90 days means you can get it done without disrupting important events such as performance reviews or a fiscal year-end.
- Avoid lengthy staff distraction. No one wants to see key people tied up for a year or more as part of an implementation project team. Keeping to a 90-day timescale lets you commit the best staff to the job, knowing that they'll soon be back in their normal roles, and fully up-to-speed with what the new system is capable of.

SDL deploys to 38 countries, cuts IT overhead by 75%

Global translation software provider SDL needed to implement a single, global HR solution to its 3000 employees spread across 70 offices in 38 countries. Whereas some providers, including other SaaS vendors, quoted timescales of 18 to 24 months for delivery, Sage was able to switch on the system within a week, so that SDL could start learning how to work with it straight away.

Having signed up with Sage Business Cloud People in June 2013, SDL went live in October the same year, delivering self-service functionality to the entire workforce and freeing up its HR team from repetitive administrative tasks.

The project realised an immediate return on investment as the in-house team of developers no longer had to spend almost a third of their time maintaining HR databases. SDL saw a 75 percent reduction in developer time devoted to maintaining the HR system.

Sage's cost-efficient, cloud-based HR system has been delivered across an array of languages and currencies. Staff now have automatic access to critical HR information such as salaries or headcounts, with no manual intervention.

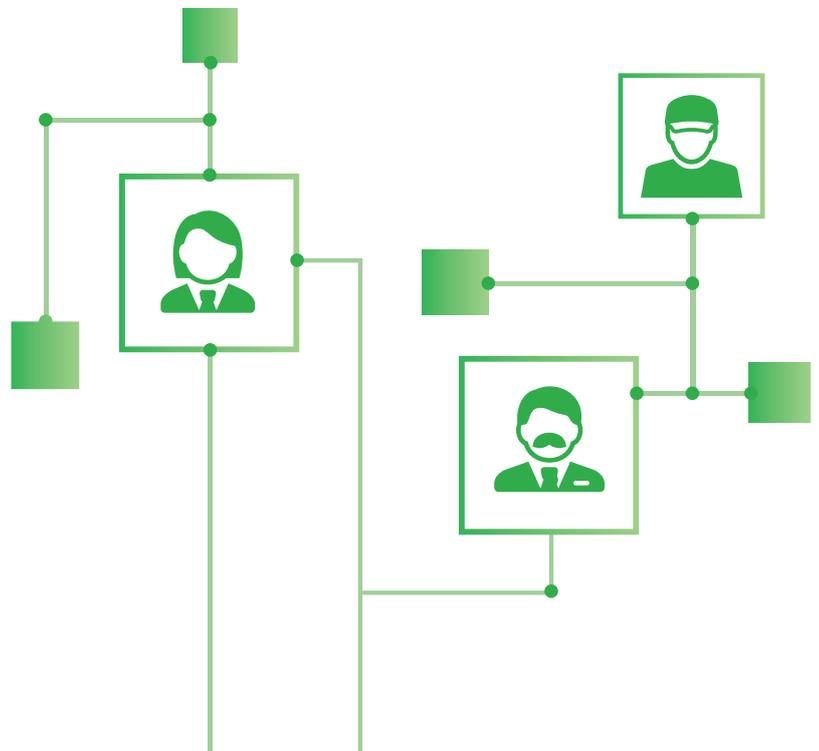
Leap ahead with a cloud-based HCM system

Fast-moving businesses are already familiar with the advantages of cloud-based services for customer-facing and mobile workforce applications. They've experienced how these systems cope with the rapid change and always-on pace of today's digitally connected business environment.

A well-designed cloud-native HCM system brings the same benefits into the HR realm, including characteristics that enable a rapid implementation timescale.

- Ready to run. Getting the technology installed and operating is one of the biggest factors in prolonging the implementation of a new system. IT resources are always under pressure and in many organisations it can take weeks or months just to requisition new hardware and then physically install the application software. With a multi-tenant cloud application, these delays melt away, since the technology is already up-and-running in the provider's own datacentre.
- Instant access. Implementation and HR teams can log in and work directly with the application without having to give over access or control of the data to IT operatives. This means the IT function can't become a bottleneck by constricting network access or delaying system changes. Authorised users and administrators have instant, secure access to the application.
- Global infrastructure. Installing a single, shared application to serve users across several different countries or continents is beyond the in-house IT resources of most organisations. The security, administration and network requirements are simply too complex. But with an established cloud provider, such capabilities are already built-in. Right from outset, people can contribute to the implementation from any location. It's instantly possible to deploy the application anywhere in the world without anyone having to get on an aeroplane.
- Configuration, not coding. Instead of writing new software code that has to be tested each time it changes, a well-designed cloud application makes changes by reconfiguring metadata that controls how the application behaves. In many cases this is a simple matter of selecting pre-tested options from checkbox lists or menu selections. Unlike traditional software, there's no need to recompile the application to check the effects of a change. It's easy to reverse or reconfigure changes that don't work out, further speeding the implementation process to a rapid conclusion.

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Taking it to a new level with Sage Business Cloud People

Sage Business Cloud People was conceived from the ground up as an HCM system that takes full advantage of the cloud model. Many of its features are designed to build on the advantages of a cloud-native platform. This delivers a powerful, modern HCM system that is tailor-made for rapid, effective implementation to meet the needs of today's ambitious, global businesses.

Blue-chip foundation. Sage Business Cloud People is entirely built on the Salesforce1 platform, taking advantage of the proven reliability, reach and scale of the world's largest cloud application company. It benefits from the massive R&D spend that Salesforce.com invests in meeting the constantly evolving needs of its huge customer base. The familiar and intuitive user interface is easy for users to pick up with minimal training.

Fully integrated. The Sage Business Cloud People system provides a complete suite of HRMS and talent management functions, including built-in analytics and dashboards. Unlike traditional HR systems composed of several separate product lines, the entire system has been created with a common user experience, a shared application platform and a unified data model. There's no waste of time and resources spent on understanding and joining up separate modules each with their own distinct way of working.

Agile. Sage has done all the groundwork to prepare for rapid implementation, taking advantage of agile methodologies. Pre-defined templates and workbooks enable a flying start configuring business processes across the HRMS and talent management portfolio. Ready-made frameworks ease the process of data loading and speed the creation of dashboards and reports for data analysis.

Globally local. Sage Business Cloud People builds on the global availability of the underlying cloud platform with ready-made compliance sets that cater for local country regulations. Combined with built-in support for multi-currency and multi-language, this shortcuts the HCM localization process when rolling out to multiple countries.

Single dataset. Matching data across multiple datasets adds to the complexity of working with traditional HR systems, not only during implementation but also in day-to-day operations. Sage has built its entire portfolio to work from a single, authoritative dataset that eliminates all the extra integration complexity of other systems.

Easier integration. Plugging in other applications such as payroll is often the cause of hold-ups during implementation, especially when working with the arcane proprietary interfaces of traditional systems. Use of a well-defined web services API for these integrations is one more technology ingredient that turns months or weeks into days and simplifies ongoing management.

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Betfair deploys in 90 days and 5 countries with multiple payrolls

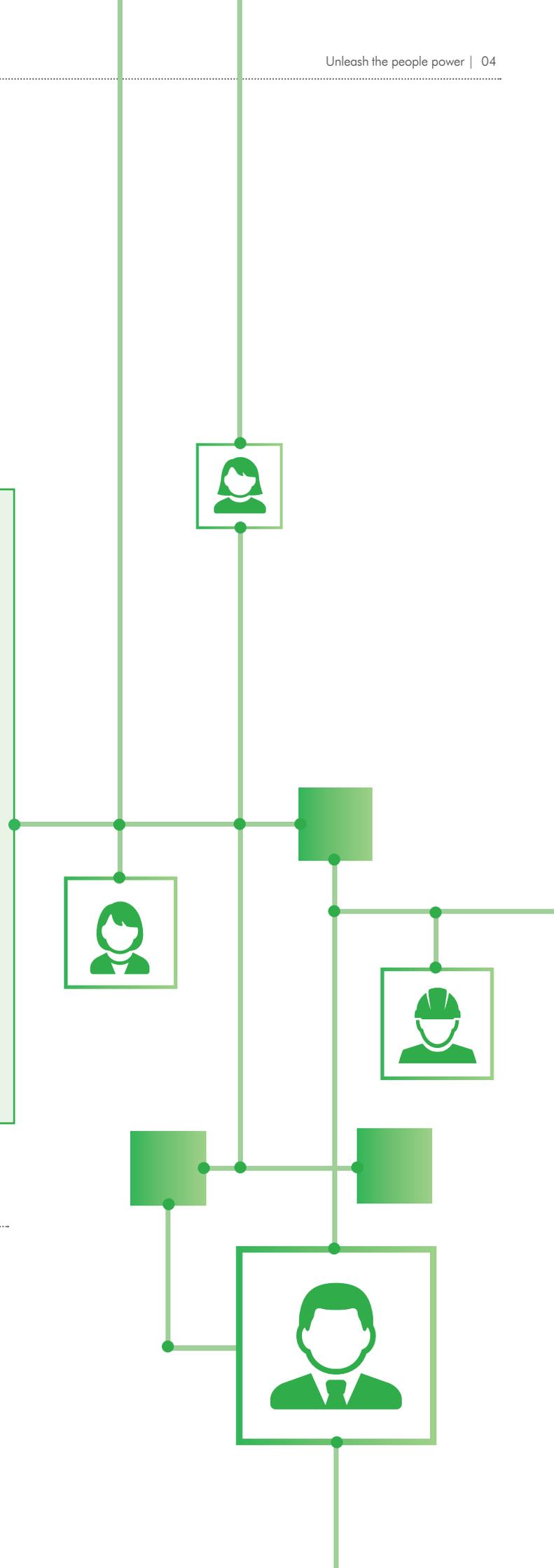
London-based Betting Exchange pioneer Betfair went live after a 90-day implementation to provide a global HR solution to its 1600+ employees spread across locations in the UK, Ireland, Malta, Gibraltar and Romania. The successful implementation process included integration of the cloud-based Sage Business Cloud People system to separate country-specific payroll systems.

Betfair had outgrown the reach of its existing HR systems, which were dispersed by country and functionality, making it difficult to ensure compliance with country-specific employment rule sets, calendars, currencies and languages. The decision was made to consolidate the various recruitment and HCM systems into one integrated solution that would be able to accommodate this diversity while maintaining consistency throughout the organisation.

Sage Business Cloud People has helped Betfair eliminate resource-intensive data processing and assure regulatory compliance across multiple regions. Automation of previously manual processes has freed up HR teams to be more strategic and enhanced the productivity of employees throughout the business.

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Readiness checklist

Delivering a modern HCM system that's fit for an ambitious, growing business doesn't have to take forever. Sage's unique combination of agile implementation tools and an integrated HCM system built on the world's leading cloud application infrastructure makes it possible in 90 days or less.

Three essential success ingredients will help ensure you meet your business goals within that 90-day timescale: a clear and pressing business case, a partner with the right combination of skills and experience, and finally an efficient project plan.

The business case

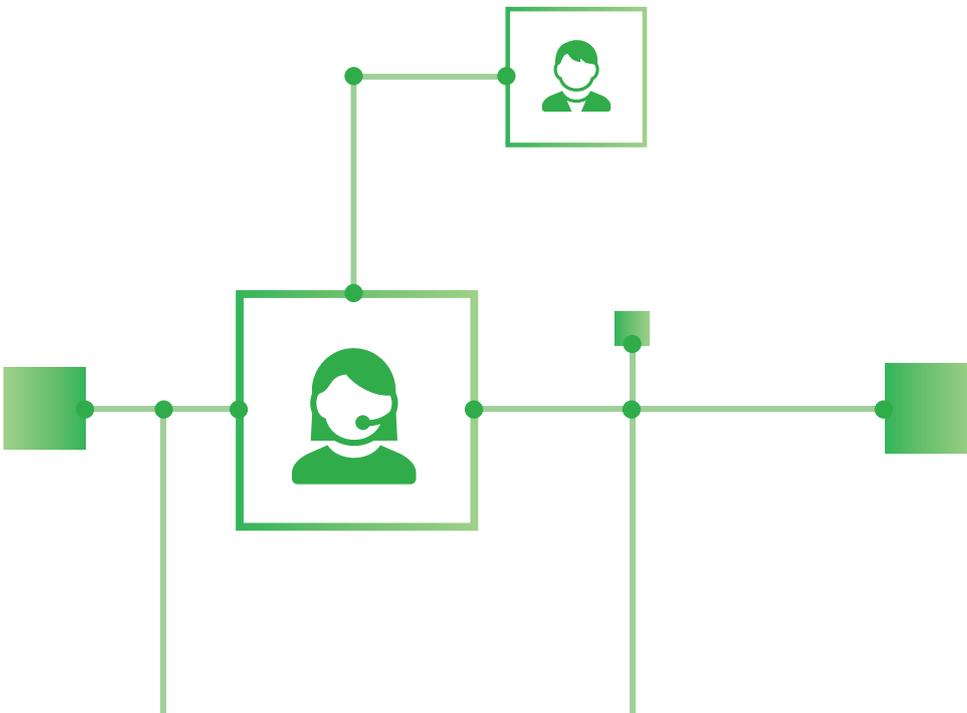
- ✓ Inconsistent processes and data; lack of automation and integration; insufficient visibility of key metrics; inability to roll out self-service and/or mobile.
- ✓ A need for consistency and visibility across multi-country operations.
- ✓ Ability to define most processes using standard functionality, with a minority needing special configuration.
- ✓ Need to complete within days and weeks, rather than months and years.

The partner

- ✓ A proven record of rapid project delivery for similar businesses.
- ✓ Adept in agile methodologies and cloud-native application skills.
- ✓ Able and willing to commit to a rapid implementation timescale.
- ✓ Experienced in helping to manage business change as part of the implementation process.

The project plan

- ✓ Define business objectives from the outset.
- ✓ Win active engagement of an executive-level sponsor.
- ✓ Assign a business champion as a full-time member of the project team.
- ✓ Appoint a professional project manager with experience of guiding a software implementation.
- ✓ Keep business users engaged with the project and what it means for them.





Just 90 days to transform your HCM capabilities

Most fast-growing international businesses know that inadequate HR systems are holding them back through lack of automation, poor integration and inflexible reporting. According to research carried out by Sage between November 2013 and April 2014, three-quarters plan to change their system, more than half within the current year.

They want to change, but they fear the cost and disruption of an unwieldy implementation process. The good news is that, with the right kind of cloud-native technology and the rapid implementation tools that Sage provides, it is now possible to complete that process cost-effectively in 90 days or less.

These are the advantages you can realise in that short timescale:

- Get all your data in one place where it's secure and accessible by everyone.
- Achieve consistent processes throughout the organisation.
- Say goodbye to paper-based processes, spreadsheets and legacy HR systems that lack modern functionality.
- Give your HR staff breathing space to focus on retaining and growing talent.
- Ensure performance objectives and outcomes align with your business goals.
- Gather information into dashboards and analytics where you can visualise key metrics and trends.

A cloud-native application offers the automation, agility and insight that yesterday's conventional HCM systems lack. A modern HCM system like Sage Business Cloud People can transform a fast-growing, multinational organisation's ability to keep pace with the responsive automation and real-time information demands of its employees and executives. It has the flexibility to keep changing as the business evolves and new capabilities emerge to address whatever challenges the future may bring.

Every extra day spent struggling against the limitations of your existing systems is another day of opportunity wasted, another day of needless spending on inefficient activities. In just 90 days and with minimal disruption to the business, Sage's proven technology and tools can deliver the HCM platform you need to unleash the full potential of your people. It's about time.

A modern HCM system like Sage Business Cloud People can transform a fast-growing, multinational organisation's ability to keep pace with the responsive automation and real-time information demands of its employees and executives.



People

About Sage Business Cloud People

Sage Business Cloud People enables mid-size, multinational companies to manage workforces through its global, cloud HR and people system, transforming how organizations acquire, engage, manage and develop their employees. Implemented quickly and simple to use, the award-winning system increases workforce visibility, HR productivity and provides better experiences across the entire workforce.

www.sagepeople.com

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