

Does your company have an HR Technology plan?

The HCM systems strategic plan is the embodiment of an organization's business goals and objectives and HCM and IT strategic plans that support the meeting of these goal and objectives. HCM technology includes your core HR, Payroll and Benefits systems and self-service systems, along with Talent Management Systems such as Applicant Tracking, Compensation Management, Performance Management, Learning Management, Competency Management, Career Planning, and Succession Planning Systems. Investing in HCM technology without a strategy on how each component system will support the other often results in the implementation of systems that are not best suited to meet a company's business objectives, wasted time and money, and staff inefficiencies.

HCM Systems Strategic Planning Services

- Comprehensive review of your existing corporate, HR, HCM, HRIS and IT strategic plans.
- Detailed interviews with senior executives and other key individuals within your organization to discuss these plans.
- Revise or, if necessary, create your HCM and IT strategic plans
- Create your HCM Systems Strategic Plan including a multi-year HR Technology plan.
- Review your current HCM software applications to determine if they are in sync with your IT strategy and HCM strategic plan. This review includes the review of your current HCM system vendor product roadmaps.
- Review, redesign and optimize "current state" HCM business processes based on industry best practices and your goals and objectives as defined within your HCM Systems Strategic Plan. During this step, special attention will be paid to identify areas for cost reduction and avoidance, increasing staff efficiencies and areas that could be exposing your organization to compliance violations.
- Assist in gaining support from your key executive sponsors and stakeholders on the HCM Systems Strategic Plan and any "future state" HCM business processes.

HRchitect provides HCM Systems Strategy Consulting services that will help your organization define its HCM Systems Strategic Plan that will effectively and efficiently meet the strategic HCM goals and requirements as defined within that plan. HRchitect provides you with individualized analyses and plans based on the specific needs of your company and not the traditional "cookie cutter" approaches that are typically offered by other consulting companies.

About HRchitect

HRchitect is the premier Human Capital Management (HCM) Systems consulting firm and the market leader in Talent Management Systems (TMS) consulting services including the selection, implementation and integration of Applicant Tracking Systems, Performance Management, Succession Planning, Career Planning, Compensation Management, e-Learning and Competency Management Systems.

While completing over 375 successful client engagements over the last ten years, HRchitect has developed proprietary approaches, methodologies, tools and techniques for rapid delivery of real systems value in today's increasing global business environment. HRchitect has participated in the successful evaluation and implementation of eHR software components for leading, high-tech, high-growth leaders such as Intuit, Broadvision, Perot Systems, Siebel, WebMD, & Symantec; manufacturing companies such as 3M, Texas Instruments, SAIC, Raytheon, Northrop Grumman, Titan & Precor; retail leaders including Wal-Mart, OfficeMax, RadioShack, Nordstrom, L.L. Bean, The GAP, Blockbuster, Reebok, J.C. Penney, Lowe's, & Target; healthcare/bio-tech organizations such as BJC Healthcare, King Pharmaceuticals, Alcon Labs, Washington Dental, The Mayo Clinic, Express Scripts, Biogen Idec, Tenet Healthcare, & Moses Cone Health System; financial organizations including, Barclays Global Investors, U.S. Bank, Countrywide Financial, Washington Mutual, Wells Fargo, Texans Credit Union, VISA & Mountain America Credit Union; energy leaders such as Baker Hughes, ConocoPhillips, Lyondell Chemical, & Mid-American Energy; transportation leaders such as APL, Maersk, FedEx, Southwest Airlines, & Sabre; telecommunication leaders T-Mobile, AT&T, Sprint, Virgin Mobile, & Verizon; as well as leading hospitality companies such as Hyatt, Marriott, Walt Disney Company, Starwood, Wyndham, & Cendant.

For additional information on HRchitect's consulting services please visit us at www.HRchitect.com or call (214) 619-0888.