

HRchitect Enhances Dashboards, Compensation, and PTO Configuration for Colonial Group

CLIENT BACKGROUND

Colonial Group, a forward-thinking organization using Dayforce for workforce management, sought to optimize its HR processes, dashboards, compensation workflows, and entitlements. While the foundation was in place, the organization saw opportunities to enhance automation, improve data accessibility, and elevate the employee experience. To achieve this, Colonial Group partnered with HRchitect to fully leverage its Dayforce investment.

THE CHALLENGE

While Colonial Group had implemented Dayforce, the system's configuration and reporting capabilities were not configured to support automation. Dashboards were manually compiled, reporting was fragmented, entitlements were outdated, and compensation workflows required additional setup to support bonuses and job-specific calculations. All of these issues resulted in a loss of efficiency, inconsistent data, and adverse impacts to the employee experience. Colonial Group needed an experienced partner to evaluate the system holistically, identify optimization opportunities, and build scalable, sustainable processes aligned to their HR goals.

CLIENT PROFILE

- Colonial Group is a multigenerational, family-owned parent company that contains a diverse portfolio of products and services
- Headquartered in Savannah, GA
- Approximately 2,200 employees
- Partnered with HRchitect for a full system assessment

WHY HRCHITECT?

- 5x winner – UKG Partner of the Year
- Hundreds of UKG clients – see what more than 400 UKG clients have to say about us on Raven Intelligence
- Senior consultants that come from an HR practitioner background

THE PROJECT

HRchitect engaged with Colonial Group to provide a full system assessment and targeted support across dashboards, entitlements, requirements, and compensation. The project included:

- **Dashboard Optimization:** Reviewed existing dashboards, rebuilt them for performance and usability, and delivered 25 customized dashboards. HRchitect also provided training to enable long-term, self-sufficient dashboard maintenance.
- **System Requirements & Assessment:** Conducted discovery sessions to align expectations with Dayforce capabilities, identify automation opportunities, and recommend improvements to recruiting dashboards. One-on-one SME conversations revealed manual processes that could be simplified or automated.
- **Compensation Configuration:** Optimized compensation workflows, including target bonuses and job-based calculations, ensuring they integrated seamlessly with existing Dayforce WFM configurations.
- **Entitlement Updates:** Reconfigured and tested entitlements to improve PTO workflows and ensure efficient, accurate tracking across departments.

Collaboration was key to the project's success. Weekly 30-minute working sessions maintained momentum, supported real-time testing, and enabled an iterative, highly responsive approach. Colonial Group's openness and partnership enabled HRchitect consultants to demonstrate system capabilities while co-creating solutions that met the organization's goals.



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KEY BENEFITS

- **Automated, Real-Time Dashboards:** Transition from manual compilation to automated dashboards, providing accurate insights and reducing reporting time.
- **Improved PTO Management:** Updated entitlements and streamlined workflows, enhanced tracking accuracy, and improved employee self-service.
- **Optimized Compensation Workflows:** Configured bonus and job-specific calculations, reduced manual work, and improved consistency across compensation cycles.
- **Enhanced System Users:** Training and support enabled Colonial Group staff to manage dashboards and system components confidently and independently.

THE RESULTS

HRchitect's support enabled Colonial Group to fully modernize its Dayforce environment. Dashboards now provide accurate, real-time insights; entitlements are streamlined; and compensation processes are fully integrated.

UKG[™] Partner Through collaborative working sessions and hands-on training, HRchitect ensured complete knowledge transfer, empowering Colonial Group to maintain and expand its system capabilities independently.

HRchitect is a leading Human Capital Management (HCM) consulting firm with decades of experience across the HR technology landscape, providing expertise in system evaluations, implementations, integrations, optimizations, and post-go-live support. With over 150 certified consultants and more than 4,000 successful projects since 1997, HRchitect helps organizations maximize their HR technology investments while simplifying complex workflows.



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