

Case Study



Strategy & Evaluation for Global Clothing Brand



CLIENT BACKGROUND

HRchitect engaged with our client, a global clothing brand, to create an HR technology strategy and lead an evaluation and selection process for a new global HCM solution. The company has over 60,000 employees in 38 countries. The business includes manufacturing, retail and wholesale stores. They were using Lawson on premise ERP for HR/Payroll, iCIMS for Recruiting, Cornerstone for LMS and in house built applications on SharePoint for self-service. The Lawson system was used for all US employees and had information on some employees outside of the US but had no global view of their workforce.

THE PROJECT AND RESULTS

Over a 20-week period including three days of onsite meetings, HRchitect created a roadmap, business case and requirements for the replacement of Lawson with a Global HCM Solution. The highlights of the roadmap included process improvements, compliance improvements and improved vendor provided services. HRchitect lead the subsequent evaluation which resulted in the purchase of a new Global HCM solution.

CLIENT PROFILE

- The client is a leading global apparel company that designs, manufactures, and markets everyday basic clothing—such as underwear, activewear, and hosiery—for men, women, and children.
- Over 60,000 employees
- Headquartered in Winston Salem, NC
- Partnered with HRchitect for HCM technology strategy

WHY HRCHITECT?

- Vendor-neutral consulting process
- Proven methodology with high client satisfaction rating
- Focus on future-state processes and data-driven decision-making
- Senior consultants with HR practitioner and technologist experience

