



# PROJECT

## CLIENT REQUIREMENT



A global textiles manufacturer required culp for a 12-month coaching assignment with the HRIS Specialist and for the evolution of HRIS in the business, Sponsored by the HR Director.

## CULP SOLUTION



Overview and lead HRIS architecture and maturity. Support, coach and mentor the HRIS Specialist and portfolio in line with the HR strategy and implementation plan.

## RESULT & IMPACT

Developed the HRIS implementation plan aligned to the HR strategy of HR systems that are required for implementation, integration, optimisation and/or business casing.

Developed HRIS processes and coached the HRIS Specialist in business analysis, requirements gathering, business case development, budget forecasting, vendor management, project management and reporting.



**The HRIS architecture matured significantly. The relationship with IT, user adoption and utilization of the system improved. 13 HRIS projects were delivered including: 3<sup>rd</sup> party payments, data optimisation, ESS, Personnel Management, Time & Attendance, Internal Survey tool, Access Control, Skills Module implementation, Intranet, The Guardian (IR), Recruitment Approval workflow, HR metrics (dashboard).**

## LEARNINGS



Ineffective implementation of HR systems is costly and delivers a poor EX. HRIS or HR Tech is a competence that is critical for the modern HR practitioner. The skills required include business analysis, vendor and project management. The ability to influence decision makers with a sound business case is critical.