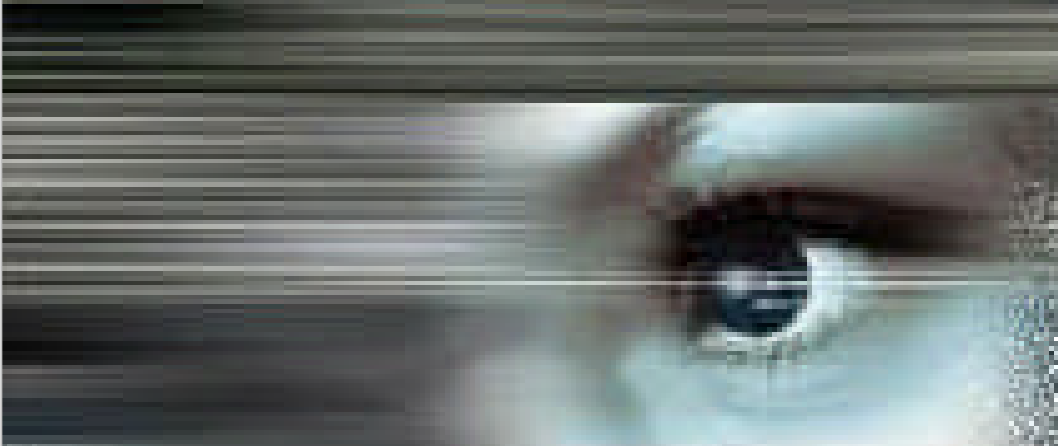


A new standard in HR strategic systems planning

Control, Value, Impact



Share the Vision

Few will argue against the fact that a new era of human resource systems management has been entered. Organizations around the globe are struggling with the need for improved performance along with a host of issues related to human resource information technology and human factors. Downsizing, outsourcing, consolidation, acquisitions, divestitures, and technological change are but a few of very serious issues facing human resource information management.

CDG Strategic System Planning Service (SSPS) is a practical and focused service designed to maximize the value of HR systems. It enables companies to make informed decisions about time or resource constraints, operational costs, and overall value to the organization.



Experienced and
Professional
Consultative
Support

cdg

HR Strategic Systems Planning Service (SSPS): A new standard in understanding and deploying high impact human resource information technology.

CDG understands that deployment of effective and efficient human resource information management systems is not accidental. With your involvement, your human resource information management needs are quickly and accurately determined by senior level consultants experienced in human resource management, information technology, and human resource information technology. Our consultants have "lived the pain" and are quite effective at advancing the value of human resource management.



Clients that choose CDG for HR Strategic Systems Planning receive direct access to professional advisory and consultative services.

HR System Vision: Direct hands on support available through a client-centered service delivery system.

When client support is necessary, the HR Strategic Systems practice of CDG is organized to assist clients to leverage the power of their existing people, processes, and technology. Changes may be required, however, each client receives a Client Advisor who determines required services, coordinates product or subject matter experts, and facilitates the delivery of custom services. Services include, but are not limited to: Training, Analysis, System Design, Data Preparation, and Project Management.



"Human Resource Management is often times the soul of an organization. Effective Human Resource Management is essential". D. Driskill, President, CEO, CDG.



Access to
Subject Matter
Experts

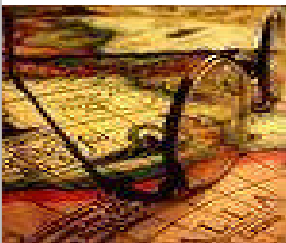
Human Resource Information Management: Staffing, Benefit Management, Performance Management, HRMS, Process Efficacy

Effective Human Resource Information Management is ever changing. Employee costs, along with myriad Internal and external forces dramatically influence an organization's ability to effectively staff, develop, and properly evaluate employee costs to organizational profitability. HR Strategic Systems Planning Service (SSPS) makes it possible to understand, streamline, and, where required, solve complex human resource management issues.



Key Reviews: Function, Processes, Technology, Data, Constraints

Few deny the complex array of human resource information management issues impacting many of our organizations, institutions, and employees. Most seek relief from problems related to flawed software operations, processes, or data. HR Strategic Systems Planning Service (SSPS) is an ideal tool to facilitate the development of solutions that align flawed processes and optimize the interests of competing organizational stakeholders.



Client Strategy: Overall Business, Human Resources, Information Management Technology

HR Strategic Systems Planning Service is an excellent way to determine the degree to which complex HR systems or process flows are in alignment with organizational goals and objectives. More specifically, are you obtaining the desired value from capital investments or operational costs? CDG understands the alignment required between strategy, operations, and tactical execution.



What deliverables can you expect?

- An analysis of the value proposition of your human resource information system
- Clear description of the projects necessary to improve operations
- Prioritization of improvement projects according to client constraints and objectives
- Planned steps to integrate HR information management with business, HR, and IT strategy
- Project timeline and cost estimates
- Business case for internal buy-in and the budget process

A Case History

The American Heart Association (AHA) is a nationally recognized non-profit organization with the mission of reducing disability and death from cardiovascular disease and stroke. Based in Dallas, the organization consists of 16 affiliates nationwide and supports 386 remote locations.

CDG was asked to conduct a strategic planning workshop for (AHA) to develop a strategic plan for the organization's HR system initiatives prior to its PeopleSoft 8 upgrade.

"The strategic planning process provided a credible framework that allowed the project team to thoroughly examine all the critical issues associated with the implementation of PeopleSoft 8.1," said Bill Achenbach, Vice President Human Resources for the American Heart Association. "We feel that an HRMS strategic plan is necessary to insure proper and timely implementation of the system in support of the association's strategic goals. By looking forward 12-18 months, matching the external environment with internal requirements, we feel that our project team has developed a clear and focused direction," Achenbach said.

As a result of the strategic plan, CDG was able to demonstrate that AHA could upgrade to PeopleSoft 8.3 immediately instead of postponing this project for a year. Additionally, CDG saved AHA sizeable amounts of money by demonstrating that a previously identified project was unnecessary, and another project could be delayed for a year.

AHA decided to immediately move forward with the upgrade for several reasons. The implementation moved AHA closer to web-based time and labor processing, which is currently a manual and laborious process for them. The implementation upgrade also facilitated e-Learning initiatives allowing for training anywhere. The capability saves time, administrative burden, and travel costs. Additionally, enacting employee self-service relieves additional administrative burden and provides significant savings to their call center. Previous investments in PeopleSoft HR have been better leveraged by adding the new functionality.



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