



Functional Expertise: HCM

Human Capital Management

Building the Framework for a High Performance Culture

Human Resources isn't just about processing personnel transactions anymore. Increasingly, within leading enterprises, Human Resources managers are building the infrastructure for high-performance cultures that inspire all employees to contribute to the corporate mission.

In many organizations, pay-for-performance compensation plans and incentive plans are used to reward achievement, while dynamic recruiting and learning solutions help companies to attract, retain, and develop top talent. In addition, Human Capital Management (HCM) technologies provide proven approaches to increase productivity and quality while controlling transactional costs.

Human Capital Management provides unprecedented functionality in these areas and more. And CherryRoad Technologies is unparalleled in our ability to help you leverage your system to meet these aims. Whether you are considering an implementation or upgrade, striving to maximize the return on your HCM investment, or ready to take operational efficiency and savings to the next level through vital self-service functionality of web-based shared services, CherryRoad brings the know-how to optimize HCM capabilities in your organization.

Strategic Services

Successful enterprises are adept at focusing their investments strategically — leveraging human capital to drive the organization's performance. CherryRoad's seasoned management consultants and applications experts can help you design comprehensive Human Resources (HR) strategies to meet corporate goals and maximize your investment. CherryRoad's strategic services can be delivered independently or as part of an implementation or upgrade approach, to solve a specific business challenge or optimize your entire HR operations.

Strategic Goal Alignment

To successfully implement a human capital strategy, organizations need to align the performance of their people to corporate goals — that is, people must understand what they need to do to contribute to the organization's success. Our services help HR align, prioritize, and clearly communicate their goals. Then we define the right initiatives and technology enablers to streamline work and drive HR in a strategic direction.

Process Optimization

Process Optimization — Your software is only as effective as your business

processes. CherryRoad's management consultants team with our applications experts to rapidly define the future process state and identify opportunities to streamline processes, eliminate non-value-added work, and position your organization to leverage the HCM functionality. We evaluate your business needs, processes, goals, and objectives to craft and implement actionable strategic recommendations. These recommendations focus on HR best practices and organizational improvements. They also integrate with performance measurements to drive continuous improvement.

Skills Across the HCM Spectrum

For more than 25 years, clients have leveraged CherryRoad's expertise to implement HCM solutions in areas such as:

- Collaborative web self-service Recruiting, Benefits, and Time and Attendance solutions
- Performance and Incentive Management
- Benefits and Pension Administration applications
- Workforce and Succession Planning
- Time and Attendance Reporting and Distribution
- Payroll and Tax Reporting

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Change Management

Your software implementation can only succeed if your employees understand it and are not threatened by it. CherryRoad's organizational development and change management experts guide you through process change, implementations, and upgrades. Our proven methods of education, process training, system training, and evaluation of incentive programs are coordinated around a customized communication plan to ensure your organization has the understanding, skills, and training to excel with the improved systems.

Enterprise Architecture

Having a well-defined enterprise architecture is critical to reducing application lifecycle costs, improving efficiencies, reducing system latency, and ensuring that limited funds are spent in the right areas. CherryRoad's Enterprise Architecture services bring you the highest return on your investment, including current and future state architecture definitions, future state roadmap development, and overall information technology assessment. By determining upfront which best practices will be implemented during your project, you simplify the implementation process, increase users' satisfaction with the system, and ultimately improve employee productivity toward your corporate mission.

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Infrastructure Assessment

As you prepare for an implementation or upgrade, you need to assess how well your infrastructure is positioned to support the new system. CherryRoad reviews your systems, network, and overall infrastructure to guide you in preparing for the new system or upgrade. We then develop a report outlining specific setup recommendations. These recommendations, provided in advance of your project, allow you to make critical, timely decisions about hardware and other infrastructure changes.

Implementation Services

CherryRoad partners with you to implement, extend, and support your system, drawing on our seasoned experience. CherryRoad's implementation methodology expedites deployment, controls risk, and simplifies change. Our project management framework incorporates what we have learned through our extensive experience implementing HCM applications in a wide range of environments. This proven methodology facilitates a quick startup, an effective implementation process, and on-time



and on-budget project completion. CherryRoad consultants are knowledgeable professionals with years of experience.

Upgrade Services

Our upgrade services expedite the deployment of current business functions on the new release while providing for parallel development of new modules or application functionality. We will work with your staff to establish the full extent of new release capabilities that your organization wishes to deploy. By scheduling staged deployments of new capabilities, we effectively manage the project lifecycle, minimize change impact, and deliver both the upgraded application and new capabilities in successively refined stages.

To learn how you can optimize your HCM applications and processes, contact CherryRoad Technologies at info@cherryroad.com or toll free 877-402-7804.

