



HRIS SELECTION AND PM > NORTHERN VIRGINIA

## *When even the HR experts need HR expertise*

**“The Adaptalytics team managed the entire project, from inception through to rollout, leading by example and developing tools for our resources to ensure success—all while managing communications, overcoming project risks, and anticipating our executive needs before we could.”**

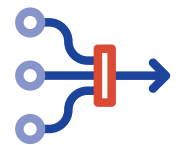
### BACKGROUND

The nation’s leading Human Resource organization hired Adaptalytics to analyze and develop functional requirements for all areas of their HR organization including; Recruiting and Onboarding, Payroll and Benefits, Compensation, Learning and Development, Succession, and Reporting and Analytics. The data artisans at Adaptalytics researched, selected, and vetted the leading HRIS providers that could meet the client requirements. Adaptalytics arranged for software demonstrations, technology road map deep dives, customer service support vetting, and best practice discussions around implementation services and timelines. Adaptalytics remained the driving consulting force around the end-to-end project lifecycle, serving as Project Manager for all phases of the project lifecycle.

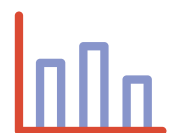
### SERVICES PROVIDED



*Project Management*



*System Selection*



*Data Strategy*

## CHALLENGES

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- Aligning organizational goals and timelines
- Managing multiple requirements and priorities across the HR enterprise (Recruiting, Payroll, Benefits, Learning and Development, Compensation, Succession, Reporting and Analytics)
- Coordinating complex requirements mapping and scoring leading software vendor selection
- Overseeing change management process to ensure proper implementation and system adoption rates
- Managing data conversion and multi-system integrations
- Coordinating communications lifecycle
- Managing project risks and abatements

## VALUE

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- Provided SME expertise across phases of lifecycle
- Successfully vetted, selected, and oversaw all phases of implementation for leading HRIS system
- Provided executive support and communications for CEO & Board of Directors