SUCCESSFUL HR TRANSFORMATIONS WITH NTT DATA'S BUSINESS READINESS SEQUENCE

Business Readiness Benefits

- Powerful tool for transitions in any organization
- Higher user adoption as a result of clarifying the business context
- Standard processes with clear roles and responsibilities
- Organization-wide harmonization with respect for local statutory needs: global where possible, local where necessary
- Streamlined processes with hand-offs minimized and approvals limited to those necessary for internal controls
- Reduced risk of data entry errors and shorter transaction times by capturing data as close to the source as possible

NTT DATA Business Process Library

- Covers all HR process areas
- Not just system workflows but end-to-end business processes
- Technology agnostic
- Clear integrations showing what comes before and after each process

A Proven Approach

Big or small, whatever industry you're in, wherever you do business, clarifying the business context increases the rate of user adoption and helps you meet the goals of your business case.

Why Care About Business Context When Implementing a New HR System?

It's tempting to think a new HR system is just a replacement for whatever you're already using. But it's actually a gateway to a whole new way of working.

We often talk about technology as a system, but in reality all of HR is a "system" — the inputs, the outputs, the people/organization, the way you do things, the tools you work with — the whole thing is a system. Switching out one part of the "system" without looking at the rest risks breaking what already works. Paying attention to the business context protects not just your organization but also the success of your transformation and its ROI.

How To Do It?

NTT DATA offers an end-to-end (E2E) business readiness sequence that guides your organization through the steps necessary to transform successfully.

Global Process Alignment

We start with a series of workshops to gain alignment on the E2E business processes that describe how you want to work across your organization in the future, both inside and outside any enabling technology.

NTT DATA offers a robust Business Process Library as a basis for this process alignment. The library covers everything that happens in HR from sourcing candidates, to managing talents,

to rewarding employees, and beyond. It's a compendium of best practices updated regularly to reflect developments in the HR industry and learnings from real-world experience.

Fit-to-standard Reviews

Next, we facilitate individual fit-to-standard reviews that focus on capturing any concerns about how and why an aspect of the agreed global solution won't work for a specific part of the organization.

Fit-gap Analysis

With the outcome of the fit-to-standard reviews in hand, NTT DATA works with the technology implementation team, the global business process owners, subject-matter experts outside HR, and the organizational change management team to resolve each concern.

Resolutions can include change requests or local process deviations, but what often turns up is a need for change management to bring the organization along on the transformation journey.

Local Enablement

Finally, local enablement workshops tie everything together. They focus on making sure each local organization understands the E2E business solution, and especially how the way they work today will need to adapt as part of the HR transformation.

Business readiness is the key to a successful HR transformation.

Like to know more? Contact your local sales representative or send an email to:

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