

Strategic Implementation Plan

Business to employee solutions

	1999	2000	2001	2002	2003
	Initial Implementation Phase	Compelling Product	Accessibility	Integrated B2E	Single Corporate Platform
New Development Focus	<ul style="list-style-type: none"> - Develop and implement - Basic Transactions - Consolidation - Information 	<ul style="list-style-type: none"> - More transactions - Functional enhancements 	<ul style="list-style-type: none"> - Life events - Client Sponsored Projects - PeopleSoft Integration - Internet Access - Security 	<ul style="list-style-type: none"> - We bring what you need to you - Reorganization/Redesign - Personalize/Customize - Surveying Solutions - Career Maps - Diversity 	<ul style="list-style-type: none"> - Initial consolidation of Southern Today and PeopleNet - Seamless login - Total Policy solution
Key Features	<ul style="list-style-type: none"> - Web Platform - Information Repository - Communications Tool - Consolidated Transactions - Access to Personal Data - Created New Sites - Administration Tool - Support Role 	<ul style="list-style-type: none"> - Personal Data Update - Prototype HR Advisor - On-line payroll functions - PeopleSoft Advisor - Training Web applications - External Web Bridges 	<ul style="list-style-type: none"> - Internet access - Web Authentication - YGTB Advisor - Physical's Advisor - Contractor exceptions - Terms and Conditions - Employee Direct Access - LearningSource 	<ul style="list-style-type: none"> - Migration to PeopleSoft 8 - New Employee login - Advanced HR Advisor - Database Search - Opinionware - Upward Assessment - Leadership Development - JobSource - Basic Personalization - Basic Customization - .net Security 	<ul style="list-style-type: none"> - .net integration - Seamless login with vendors - Knowledgebase business case - Job Agent Job Finder - WebTrends - Add Gulf materials - Complete site automation - Update Personalization - Update Customization - Manager Dashboard - Search engine updates - RoboHelp and PDF support
Challenges	<ul style="list-style-type: none"> - Compressed time - IR partner uncertainties - Transaction culture shift - Limited resources/budget 	<ul style="list-style-type: none"> - Budget limitations - Resources - Getting Employee Direct Access to work - Help desk role 	<ul style="list-style-type: none"> - Budget limitations - Resources - Getting employees to use Employee Direct Access 	<ul style="list-style-type: none"> - Resources - PeopleSoft/PeopleNet Integration - Office 2000 	<ul style="list-style-type: none"> - Finding content across servers - Consolidate HR Policies - Coordination of resources - Platforms and technology - Consistency and QA - Funding and cost allocation
Benefits	<ul style="list-style-type: none"> - Established a foundational platform for eHR solutions from which we could build. - Established the basis for future ROI 	<ul style="list-style-type: none"> - Provided ROI that offset development and maintenance costs - Savings from 1999 implementation solutions generated net ROI to HR 	<ul style="list-style-type: none"> - ROI continued to generate net savings for HR - Provided a platform for access from home, work or other locations on or off a company computer - Supported training at a greatly reduced cost 	<ul style="list-style-type: none"> - Employee efficiencies - Meets diversity requirements - Greater net ROI - SHPS user efficiencies - Ease of finding information 	<ul style="list-style-type: none"> - Design, development and maintenance efficiencies - Employee efficiencies from consistent and unified presentation - Greater manager support - Greater net ROI - Improved overall quality - Ease of finding information - Greater industry standard support
Budget	454K	499K	997K	1.15M	1.5M

NOTE: This strategic implementation plan is short enough to easily fit on a PowerPoint slide. I have samples of HR strategic implementation plans that are much larger.

Copyright © 2009, Banner Solutions Corporation. All rights reserved.