

# H International RIS

For the deployment  
of an HRIS  
at your company  
... **G**lobal policy's  
service



“ Reach overall stakes  
through local commitment ”

## BACKGROUND

In a globalization context, companies have to face the internationalization of their operations. However, they have to adapt their global strategy and values to each specific local context. As an internal strategic partner, HR function has to provide solution so as to reach overall stakes through a local commitment. To achieve this objective, an international Human Resources Information System (HRIS) may be rollout in order to drive HR function. This will also allow the company to share a common culture and local HR practices.

## A COMPLEX ISSUE

That is why it is fundamental to keep in mind those questions while designing and deploying the HRIS:

- How to best manage system deployment at both levels?
- How to best address specific local factors as part of global deployment?
- How to best involve local entities in the success of a Group project?
- Which skills must be acquired and which resources must be implemented?
- How to best support entities when changing the HR structure?
- Which activities may / should be shared?

**This duality between global and local has to be reflected through the deployment of the international HRIS**



## BENEFITS

### Delivering tangible gains...

- Quantitatively:
  - Optimizing costs and deployment lead times
  - Controlling indirect costs by optimizing working hours and structures for HR and operations staff
- Qualitatively:
  - Pooling of HR good practices
  - Sharing the Group vision, strategy and resources with each entity

### ... Alongside intangible benefits

- Quantitatively:
  - Faster access to HR data for HR and operations staff
- Qualitatively:
  - Improved quality of service from HR to operations staff
  - HR processes become clearer to operations staff

# A Methodology

## A four-step approach

### STRUCTURE THE DEPLOYMENT

- Build a global deployment strategy
- Local's domain analysis (organization, processes / tools)
- Identify the potentials incentives and resistances to the deployment
- Build an appropriate plan of action

### ORGANIZE THE LOCAL DEPLOYMENT

- Build the local deployment strategy
- Define indicators in order to measure the deployment's success
- Define the project's organization

### TURN THE HRIS LOCAL

- Adapt the tool to local requirements (repository, interface, data migration, security)
- Connect the international HRIS with local domains (tool and operations)
- Ensure countries self-reliance regarding HRIS deployment

### DEPLOY THE HRIS

- Drive change management (communication, training...)
- Measure the deployment's success
- Communicate on the success stories

Structure the deployment

Organize the local deployment

Turn the HRIS local

Deploy the HRIS

### PRINCIPLES OF A SUCCESSFUL MISSION

- Define a sponsor at both level, global and local
- Carry out a readiness assessment before the deployment
- Industrialize the process through a deployment kit
- Pay attention to local environment
- Involve local teams in the deployment
- Build a realistic transformation plan
- Manage the change
- Ensure entities' satisfaction

### OUR CUSTOMER'S REFERENCES

ALEXION • AXA • CARREFOUR •  
 CPI • CRÉDIT AGRICOLE • DIESEL  
 • ED • FRAIKIN • MAGASINS U •  
 MICHELIN • ORANGE • PERNOD  
 RICARD • PIERRE & VACANCES  
 • SOCIÉTÉ GÉNÉRALE • THALES

