Products and Services

"_HR, Payroll and Finance systems, processes and data consultancy_**"** comprising the following products and services:

USP _"We work alongside HR, Payroll & Finance teams, providing consistent, quality consultants that support internal resources in managing systems and suppliers, to deliver improvements and transformations, that deliver a return on investment in Technoivity services in improved efficiencies and effectiveness"._

#1 Advice and Strategy

- Quickly grasping your business context and drivers and advising options, with recommendations, for example, poor employee experience and a lack of insightful reporting – advise on improving current HR and Payroll system(s) compared to replacing with a new system(s), with Rough Order of Magnitude (ROM) costs, benefits and risks.
- A strategy engagement will usually include a High-Level Design as an output.

#2 Discovery – defining your business requirements

- Undertaking business analysis with key stakeholders and documenting a detailed understanding of your organisation's needs (this forms the basis of an objective suitability comparison with products in the market).
- 'As is' vs 'To be' process mapping and 'Blue sky' approach
- Undertake gap analysis
- Research of user needs

#3 Procurement

- Acting either in a lead or advisory capacity, identify and select the best solution, including negotiating commercials, reviewing contracts and drafting a Business Case.

#4 Programme and Project Management

- Delivery of focused programme and project management of all phases of HR and Payroll systems implementations either as standalone HR and/or Payroll system implementation projects or part of a wider ERP (Enterprise Resource Planning) programme, that often will include Finance systems replacement in scope.

#5 Design

- Referring to your strategy, High-Level Design and based on your business requirements definition, ensure the HR and Payroll systems are designed to meet your business requirements (as defined and documented in the discovery phase).
- In addition for Oracle HCM and MHR iTrent we provide technical consulting to design the system, in conjunction with the Oracle partner and/or MHR (as required).
- A Solution Design is usually an output at this stage.

#6 Implementation, including migration, integrations, testing and training

- Ensuring the build is consistent with the design, including robust quality assurance.
- In addition, for Oracle HCM and MHR iTrent we provide technical consulting to configure the system, in conjunction with the Oracle partner and/or MHR (as required).
- Implementation includes migration of data from the old HR and Payroll system to the new. Technoivity manage the extract, transform and load processes, with a range of Technoivity and third-party tools to automate the transform process, improving efficiency and quality. For example, we offer our own Payroll Reconciliation tool, to accurately track old and new payroll consistency.

- Technoivity is experienced in managing integrations with, for example, finance and applicant tracking systems and can work with third parties to create integrations with HR and Payroll systems.
- Implementation also includes full testing management, including test strategy, test plans, user acceptance testing, business acceptance and regression testing.
- Technoivity will manage the training for staff on the new system and work with the client to deliver effective change management to ensure successful adoption.
- A Low-Level Design is usually an output of an implementation engagement, including details of the system configuration.

#7 Change Management and Training (in development)

- Change management: focused on user adoption, working closely with client's change agents, shape a vision of the future, mobilise commitment, monitor progress and make the change stick.
- Training: development and delivery of a range of HRIS training materials, through online, in person and blended delivery.

#8 HR and Payroll Systems Support

- For MHR iTrent we provide a system administration and help desk service, either working with internal HRIS support staff or in place of internal staff.

#9 Continuous Improvement

- As organisations and systems continually change, Technoivity can advise on the best options to continuously improve your systems, data and business processes.
- For MHR iTrent Technoivity can train staff to make the improvements, configure the improvements for you and/or advise when the change is best done by MHR.

#10 System Diagnostic/Health Check

- A templated approach to a system health check for new clients.

#11 Project and Quality Assurance (in development)

- Provide programme, project and quality assurance, as described in PRINCE2 and MSP (Managing Successful Programmes).