



Project Management

Who are Phase 3?

Phase 3 specialise in providing comprehensive solutions in digital transformation across HR, Payroll and Finance. Our team are independent and offer impartial and strategic advice to organisations navigating the complex landscape of modern business challenges.

Our team of experts includes professionals who possess a profound understanding of the intricacies within HR, payroll and finance domains. We go beyond traditional consultancy, serving as trusted advisors, guiding our clients towards innovative solutions that drive efficiency, growth and sustainability.

We recognise that the digital era demands agility and adaptability. As your dedicated digital transformation partners, we work closely with you to harness the power of technology, streamline operations and propel your business towards unprecedented success.

Whether you are seeking to optimise your processes or systems, streamline payroll operations, or embark on a transformative journey towards digital excellence, Phase 3 is committed to being your steadfast partner every step of the way.



Phase 3's Approach to Project Management

Our long history with managing HR and Payroll projects means that our team have the flexibility to complement technical resource – either from our own team or from the software provider. We have experience in managing hundreds of whole-of-market HR Technology projects from inception to completion and into BAU.

Our unique independent approach enables us to partner Project Managers, technical experts, project teams and product suppliers, translating requirements and opening dialogue at all levels. And because we're whole-of-market, we'll pick this up whatever the technology.

Success with projects is best achieved through scoping and definition. Phase 3 will take you through your own journey, from requirements gathering and business case through to implementation.

Our team can support projects with:

- HR & Payroll System Selection
- Implementations
- System Review
- Next-Phase Development
- People Analytics
- Systems Integration
- Outsourcing or Insourcing Projects
- Data Migration

Our Project Managers work with you on 'client-side' projects and act as your internal Project Manager alongside other resources from solution providers. Our service is delivered in one of three ways:

1. Full Project Management Services

A part of the scoping exercise is to identify the greatest value added within the project management role and therefore offer you an appropriate degree of intensity and method. In many cases, the 'light touch' is a great solution; or there may be clear requirement for the strength and commitment of an independent full-time project lead, or it may be useful for quality assurance.

2. Project Mentoring

Project mentoring may be a prudent choice to ensure project success and ongoing feedback. We offer support and assurance to your project sponsor, managing stakeholder and vendor relationships to ensure the best possible outcomes.

3. Project Management at Phase 3

The Phase 3 Project Managers have access to our full range of support, from HR expertise, Payroll, Data Migration, Reporting, Configuration and Technical Experts – ensuring they add maximum value to your technology project by accessing our network of expertise.





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