

itelligence – Your Partner for Human Capital Management (HCM)

We Help You Manage Your Most Important Asset – Your Workforce





At itelligence, we understand how Human Capital Management (HCM) works. Your organization runs on procedures, not on system-derived functions.

Up to
35%
reduction
in overall
HR costs

On-Premise, Cloud or Hybrid

We Help You Realize Your Global HCM Strategy

Global Rollouts Bring Global Requirements

Human Resource (HR) departments in many organizations around the world remain reactive, paper-driven and interface-heavy environments. In multinational businesses, global HR processes are rarely clearly defined and often have more exceptions than standard scenarios. Global Human Capital Management (HCM) representatives are often isolated and, as a result, global reporting for headcount, personnel costs, trends and productivity becomes increasingly challenging and time-consuming.

To successfully execute a global HCM rollout, it is critical to identify and standardize global business processes and accommodate all business requirements. In addition to following local laws and standards, it is essential to understand global variations of business processes in each country and locality.

Better Assess Your Global HCM Goals

In order to effectively implement a Human Resources Information System (HRIS) solution for your organization, it is necessary to first understand your organization's long-term strategic vision. Organizations often underestimate the time and complexity of such variances, which can lead to discourse within your organization and results that contradict the overall goals and objectives of implementing a global HR solution.

For this and other reasons, itelligence works with organizations to conduct an initial scoping and planning session prior to beginning a global HCM rollout. This assessment helps your organization to define your initiative, overall strategic goals and determine how HR can assist in mastering those goals. A small team of key decision makers and business process owners will typically be involved throughout the assessment and assist in defining objectives.

65%
improvement
in employee
engagement

The Solutions You Need, When You Need Them

Whether it's on-premise, in the cloud (SAP SuccessFactors) or a hybrid solution, itelligence has the experience and expertise to help you find and deploy your ideal HR solution and maximize your existing SAP solutions.

Our implementation expertise, coupled with the strength of SAP solutions, helps you see tangible business results by driving business alignment, optimizing employee performance and building a competitive advantage through talent acquisition.

Whether you have a small number of local employees, or a large number of employees spread across the globe, an effective HR software solution can also assist you in transforming your department into the strategic partner needed to make your organization thrive.

Achieve Your Project Goals with Our Trusted Implementation Methodology

Because every organization has unique HR and IT requirements, we bring our comprehensive implementation methodology to each project to ensure we meet them. Our methodology is built

on the alignment of extensive HR knowledge, experience and dedication to quality, allowing us to maximize best business practices. We utilize a proven roadmap to guide each organization through the challenging implementation of an HCM project, with flexibility to meet individual needs.

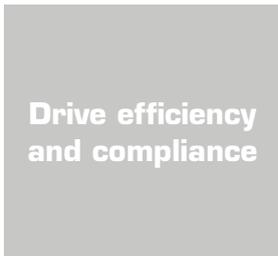
We believe there are two integral parts of the HCM methodology that are critical to your implementation being successful:

Knowledge Transfer

It is essential for an organization to be self-sufficient. Our team will leave you with the knowledge to manage your own system. This knowledge transfer enables your users to take ownership of the system they helped design, as well as limit your dependency on outside support.

Change Management

For most organizations the implementation of an HRIS system is an enormous change. We incorporate a clear change management plan early in the project to ensure communication to your end users. Our HCM methodology allows your organization to embrace the technology required to enhance your daily business processes.



Transactional HR



**Time and Attendance
Core HR and Payroll**

- HR Administration
- Payroll Processing
- Organizational Management
- Benefits

People



**Social and Collaboration
Talent Management**

- Recruiting
- Learning
- Compensation
- Succession
- Talent Assessment
- Performance and Goals

Strategy



**Planning and
Analytics**



 Whether you are recruiting new talent or managing an existing team, itelligence can help you meet objectives while maximizing your SAP investments.

A Changing Business Environment Requires the Right Talent

itelligence is one of the leading providers of HCM consulting services. With more than 25 years of extensive HCM expertise, as well as locations in more than 23 countries, we have the skills and local expertise to get your solution up and running worldwide.

We have implemented HCM functionality for a diverse group of public and private sector clients, and have built an enviable industry reputation along the way. Through assessments, implementations and upgrades, our priority is always to help you deploy the right applications configured to meet your organization's needs.

What Sets itelligence Apart?

Our Expertise

Trained and experienced in the most recent functionality itelligence has implemented and maintained HCM environments for some of the largest and most complex public sector and global organizations.

Our Processes

We evaluate your organization and develop creative solutions for your unique business requirements.

By incorporating HCM accelerators into our approach, we help you get the most of your HRIS software in the least amount of time.

Our Commitment to Excellence

Created and managed by knowledgeable HCM professionals with extensive HCM experience, each itelligence project includes regular project reviews from our executive team to guarantee an unsurpassed level of quality.

Our Delivery Models

We can deliver on-premise, cloud (SAP SuccessFactors) and hybrid models, supported by our worldwide network of reliable data centers.

Our Managed Services

As a global leader in high-quality, flexible managed services solutions for organizations running SAP, we operate your SAP more efficiently in a tailored, right-shore delivery model.

Contact us to learn more about our HR competencies

» www.itelligencegroup.com/contact