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# Implement HR Systems that do what you need them to

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# Principles of successfully embedded HR Systems

Adapted from change management,  
systems theory and organisational  
psychology

- Data quality must be HIGH - “quality data in, quality data out”, imagine having inaccurate payroll data and what the consequences would be
- Business processes will need to adapt to suit the workflows available in the HR system you are implementing (so best to know what these changes will be BEFORE signing off on a vendor contract)
- Integrate other systems, such as IT, Finance and ensure that the individuals in these functions are consulted and involved in the change and decisions throughout the change implementation
- Design a BAU (business-as-usual) support model prior to Go Live, so that individuals in the new support structure know what their new work will be, and their role has been adequately structured to take on this new workload (as well as them having adequate training to do so)
- Ensure easy access to training before and after Go Live
- Ensure that functions which won't get used much by users have a stronger support model, as these are the areas that can easily be forgotten regardless of how much training was made available (people will forget how to do the things they don't do often)



## Some of our services

- Recruitment panel membership to advise you on best fit senior leaders and executives and understanding their drivers and how they fit in to your organisation
- Advisory and processes to onboard and integrate new senior leaders with their team and organisation
- Change management advisory program, various levels available:
  - Executive strategic advisory
  - HR/OD practitioner mentoring
  - Manager mentoring and coaching
- Online courses that focus on the psychological transitions throughout change - *coming soon*

# Contact us for more support

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