



Only The Brave Group  
Molvena, Italy  
www.diesel.com

#### Industry:

Retail

#### Annual Revenue:

US\$1.9 billion

#### Employees:

6, 000

#### Oracle Products & Services:

PeopleSoft Enterprise  
Human Resources  
eProfile  
ePerformance  
Learning Management  
Recruiting Solutions  
Candidate Gateway

#### Implementor:

Oracle Consulting

**“With Oracle’s PeopleSoft Enterprise applications, we created an integrated system for human resources development, management, and administration that gives us flexibility to streamline and improve HR management worldwide.”** – Tiziana Rosato, Chief People and Organization Officer, Only The Brave Group

## Only The Brave Group Standardizes and Streamlines Human Resources Management Worldwide

Only The Brave Group consists of the companies that make and distribute clothing under the Diesel and 55dsl brands, as well as house brands such as Martin Margiela, Viktor & Rolf, and Staff International. Diesel is sold through 300 single-brand stores in more than 80 countries worldwide. The group produces and distributes brands such as Diesel Denim Gallery, Maison Martin Margiela, Sophia Kokosalaki, DSquared, Vivienne Westwood, Viktor & Rolf, and Marc Jacobs Uomo.

### Challenges

- Implement a new system to support global and local management and human resources (HR) processes that can be Web-accessible in 19 countries
- Promote development of human capital in a manner that is consistent with the clothing and retail group’s business goals
- Support the high-volume employee recruitment environment, processing more than 150 resumes a day, especially for sales associates and other retail staff in the company’s rapidly growing network of apparel stores
- Streamline management of salaries and social security contributions by integrating HR and payroll systems

### Solution

- Implemented Oracle’s PeopleSoft Enterprise HR modules to consolidate HR data and standardize processes for the company’s global operations via a single, scalable, and extensible solution that is Web-accessible in 19 countries
- Created an integrated system for acquisition, assessment, development, and formation of human capital, enabling effective, organized HR management, and ensuring that the group has a baseline of qualified, experienced staff to assist customers and generate sales in each of its apparel stores
- Centralized definition and monitoring of HR policies, procedures, and best practices to maximize efficiency
- Decentralized HR processes, such as daily management, input and updating, and performance assessments for retail staff, giving local organizations increased flexibility and control over the effectiveness of their apparel sales forces
- Increased efficiency and ensured data reliability by integrating the system with payroll through a custom interface