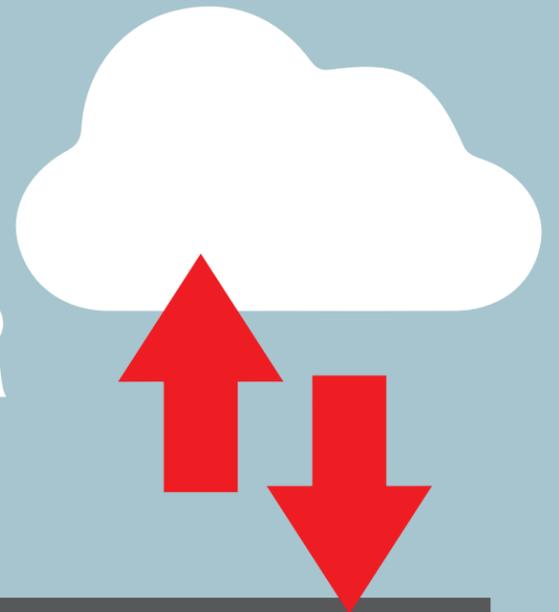


ARE YOU READY TO UPGRADE YOUR HR SOLUTION?



According to recent research, a third of all organizations are likely to upgrade their core HR solution within the next three years. Is your organization one of them? Are you prepared for the changeover? To start, ask your team these questions:

IS THERE ALIGNMENT BETWEEN HR INITIATIVES AND BUSINESS STRATEGIES?

1.

Yes: A solution upgrade fits into both HR and business strategies.

No? Next step: Ensure your team can clearly identify the business priorities driving the need for a new HR solution.

IS AN UPGRADE COMPATIBLE WITH OUR TECHNICAL CAPABILITIES AND PLANS?

2.

Yes: Our CIO believes an upgrade is within our technical capabilities and plans.

No? Next steps: Discuss capabilities with your CIO. Ensure your infrastructure can handle a new solution. Identify the technical requirements to migrate data from your legacy system to your new one. Identify potential hidden costs associated with removing any technology barriers to a solution upgrade.

DO WE HAVE THE BUDGET?

3.

Yes: Our CFO believes a system upgrade is within our budget and has given the go-ahead to purchase.

No? Next steps: Discuss budgetary concerns with your CFO. Build out the business case with projected ROI and cost savings. Account for any consulting assistance your team will need to help with the implementation.

DO WE HAVE STAKEHOLDER BUY-IN?

4.

Yes: Our executive team (CEO, CFO, CHRO, CIO, etc.) is aware of the need for a new HR solution. There is executive sponsorship for the change.

No? Next steps: Communicate the need for a new HR solution to executives, business leaders and other key stakeholders. Use your business case to seek and secure buy-in and/or an executive sponsor early in the process.

HAVE WE DETERMINED THE EXTENT OF CHANGE MANAGEMENT NEEDED TO IMPLEMENT THE NEW SYSTEM SUCCESSFULLY?

5.

Yes: Our HR team feels an upgrade is necessary. We have determined who will need training and taken steps to identify who will deliver the training. We have identified a cross-functional team to test, train and provide feedback on the new system.

No? Next steps: Discuss the need for a new solution with your HR team and secure buy-in. Draft a change management plan that involves cross-functional teams and key employees for initial testing and training. Devise a plan for training the trainers.

HAVE WE ASSESSED THE CHANGEOVER EFFECTS?

6.

Yes: We've identified metrics to measure the ROI of our new solution and have pulled baseline metrics from our legacy system. There is a measurement process in place for regular progress reports on effectiveness once the new solution is in place.

No? Next steps: Determine the ROI of a solutions upgrade. Identify the metrics to assess the new solution, and gather these metrics about your current legacy system. Create a measurement plan for showing progress at regular intervals during and post-implementation.

If you answered 'Yes' to five of the above questions, you are ready to transform your HR organization with a modern HCM cloud solution. If you aren't there yet, [click here](#) to learn more about Oracle's HCM Cloud and see why it might be time for a change.

Sponsored by