



SOLUTION BRIEF

Our Industries

Government
Justice and Public Safety
Health
Energy
Commercial

PERFORMANCE DRIVEN PROCUREMENT

Human Resource Management System (HRMS)
Management Consulting

People are the most valuable resource of an organization. Success is typically linked with being able to employ and retain the best talent. A Human Resource Management System (HRMS) that truly meets an organization's needs can provide a competitive edge in supporting the stability and effectiveness of its workforce.

Most HRMS applications consist of a broad set of business process and analytical capabilities which span the employee life cycle, from hiring and onboarding, personnel and benefits administration, compensation, payroll, compliance, performance management, succession planning, and career development. Many of the applications provide core and optional functionality (often in a modular model) allowing the organization to select and implement functions on an 'as needed' basis.

A well-chosen HRMS solution, based on clearly defined organizational requirements can provide the foundation to meet current HR needs and the opportunity to support growth as the organization develops and changes in line with its vision for the future.

OUR METHODOLOGY

With many years of experience and ongoing leverage on software selection and procurement best practices, Sierra Systems has developed expertise assisting our clients gathering business and technical requirements, providing trusted advice for human resource functional needs, researching products, facilitating the evaluation and acquisition processes and implementing HRMS solutions.

SOLUTION BRIEF

Achieving Results

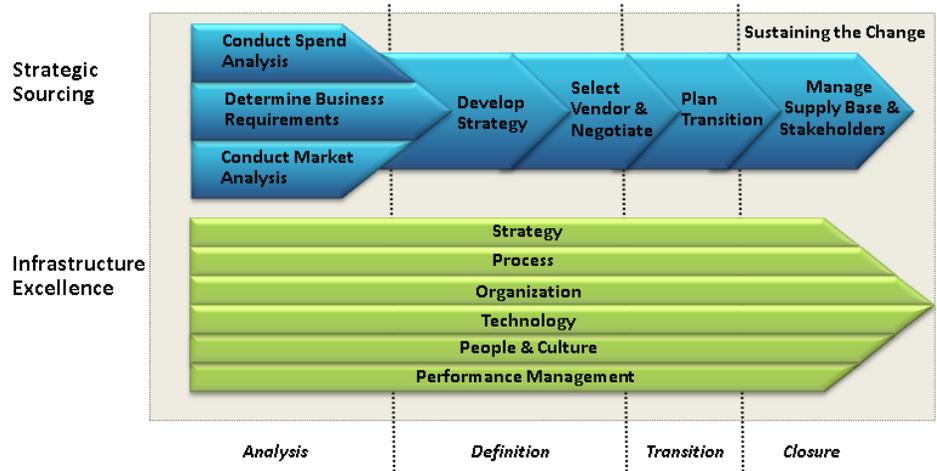
Client: Large Credit Union in Western Canada with assets under administration of approximately \$17 Billion.

Issue: Organization was looking for a new Human Resources solution to automate and enhance areas such as Payroll, HR Benefits, Employee and Manager Self-service, Position and Organization Management, Performance Management, Health and Safety and Budgeting.

Solution: Sierra Systems helped in determining business and processing requirements, research vendors, developed interview questions and conducted these interviews with vendors, assisted in the development of Request for Proposal, developed the evaluation criteria and facilitated the short-listing and selection process.

Results: Sierra Systems is currently assisting in the successful implementation of the selected HRMS system which has an impact on the 2500 employees of the organization.

Sierra Systems has successfully used with numerous clients its Performance Driven Procurement (PDP) methodology during different project phases to assist in the identification of business requirements, selection and negotiation with vendors and the transition and implementation of Human Resources products and services.



Our proven results and client satisfaction underlines Sierra Systems passion for delivering innovative solutions and our commitment to establish long-term relationships with our clients. Our management consulting team includes professionals that specialize in procurement and software selection with particular expertise in Human Resources Management Systems.

LEARN MORE

To learn more about how Sierra Systems' management consultants can assist your organization, please contact:

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