

CAPE GROUP HR TECHNOLOGY EVALUATION SERVICES

ARE YOU GETTING THE MOST FROM YOUR HR TECHNOLOGY?

Navigating the myriad of HR technology solutions available in today's marketplace can be confusing for even the most technology savvy HR professional. Investing in HR technology, be it an HRIS system or a best of breed talent management solution, is a significant investment which will affect your organisation's bottom line and performance.

HR TECHNOLOGY AUDIT – MAXIMISING YOUR INVESTMENT

For a large number of organisations, their HR technology landscape resembles a complicated tapestry of solutions, consisting part ERP, part best of breed interfaced with in-house custom built components. Too often, the software purchased and infrastructure put in place is outdated before the organisation has even figured out what they have and how to use it.

The Cape Group's HR Technology Audit provides a comprehensive evaluation of your current systems and processes. We provide you with a comprehensive baseline for planning future technology enhancements or additions. We review your current processes and determine how you can more effectively utilise available technologies. This can include a better understanding of the available functionality of your existing applications, automating manual processes or replacing an antiquated system. We will provide you with a complete view of how to get the most out of your HR systems and providers.

HR SYSTEM SELECTION SERVICES – SELECTING THE RIGHT TECHNOLOGY & SERVICE PROVIDER

Exploring the HR technology landscape can be a daunting task when you begin contemplating further investments in HR systems. There are numerous vendors and solutions available. Assessing vendor capabilities and choosing service partners can



be difficult and time consuming. Significant benefits can be achieved when an organisation employs a structured methodology to the vendor selection process. The more structured the process for selecting technology, the more successful the project and its implementation. Developing a business case is not only critical in ensuring funding, it also provides the basis for measuring the ROI on your new technology in the years following implementation.

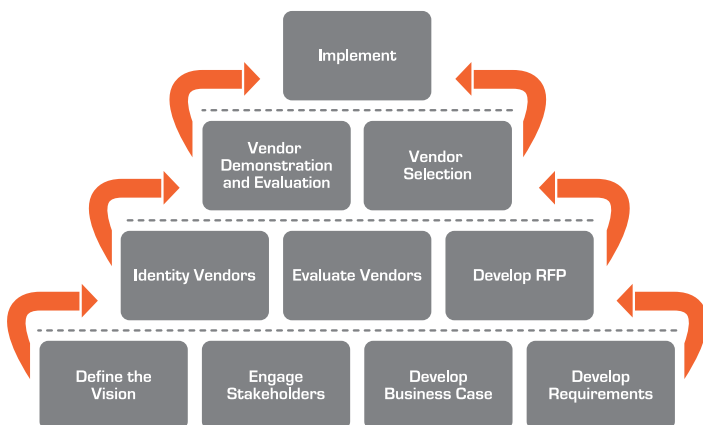
Our Technology Evaluation and Selection Roadmap accelerates the solution evaluation process and helps you rapidly pinpoint the best solution for your business requirements. We will take your organisation from strategy development through business case, requirements gathering, the RFP process, vendor demonstration and selection in a short period of time.

The Cape Group provides support for critical activities in the vendor selection process, including:

- HR technology strategy and visioning workshops
- Stakeholder engagement and consultation workshops
- Business case review and development including potential ROI calculation
- Business and functional requirement gathering workshops
- Business and functional requirements development workshops
- Market analysis and vendor shortlist recommendations
- RFP development and distribution using your requirements
- Representative for handling all vendor queries in relation to the RFP process
- Coordination of the demonstrations sessions for shortlisted vendors
- Assistance in the RFP and vendor evaluation process

We also have a set of documentation templates that complement our roadmap. These templates facilitate a fast and efficient vendor evaluation process and also enable each vendor to be objectively scored based on a defined set of criteria.

To learn more about how the Cape Group can help you to better leverage your existing HR technology or negotiate the vendor market, get in touch with one of our expert consultants to arrange an initial consultation.



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