

# Brandeis University

## Human Resources Business Process Review Planning Meeting

August 28, 2017



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# Introductions

# Attain Team

<b>Reshma Patel-Jackson</b>	<ul style="list-style-type: none"><li>➤ 12 years serving the Higher Education and Academic Medical Center community</li><li>➤ Expertise in organizational redesign, business process improvement and change management</li><li>➤ She has provided internal audit, compliance, process re-engineering and change management services for a variety of not-for-profit, higher education, government contracting, and commercial clients</li></ul>
<b>Jason Stringfellow</b>	<ul style="list-style-type: none"><li>➤ Senior level program leader with over 20+ years' experience serving academic medical, energy, retail and manufacturing domains</li><li>➤ Expert and certified in several toolsets and methodologies to include Six Sigma (LSSBB), Agile/SCRUM (CSM), SAP, SDLC, PMI (PMP), BPO, PPM, Ultimate, Service Now, BMC and HRIS</li><li>➤ Has held consulting and director staff positions with array of enterprise clients to include Walmart, Disney, Conoco Phillips, Fidelity, Tate &amp; Lyle, UMass Memorial and Accenture</li></ul>

# Project Objective

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- Assess current processes to understand the pain points and refine processes during the “Architect” phase of the Workday Lifecycle Deployment Program (“LDP”) implementation.
- Provide input to the discovery sessions that Collaborative Solutions will conduct during their planning phase of the implementation.
- Work with Collaborative Solutions during the “Architect” phase to create documented current and future state processes that will be incorporated into the Training Plan.

# Key HCM Processes

- Recruitment
- Hire
- Terminate
- Compensation Administration
- Personal Information
- Benefits Administration
- Position Budget
- Absence Management Process
- Time Reporting Process
- Payroll
- Organization Creation

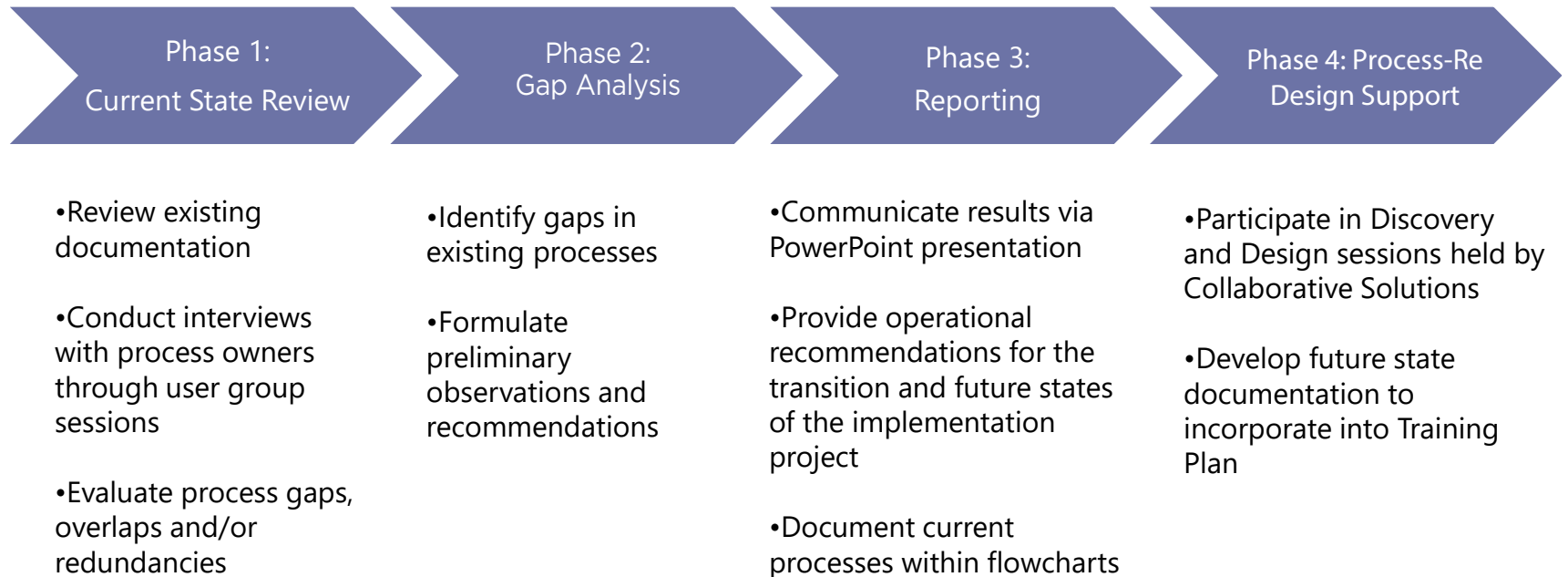
# Attain Approach



# Attain Approach

## Business Process Review

Attain will utilize the following approach to conduct the business process reviews:



# Next Steps

- Select process area(s) for preliminary business process review
- Identify individuals to participate for selected process area for interview
- Determine length of interviews based on process complexity
- Schedule meetings

# Discussion and Q&A





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