

Human Resources Business Process Review Planning Meeting

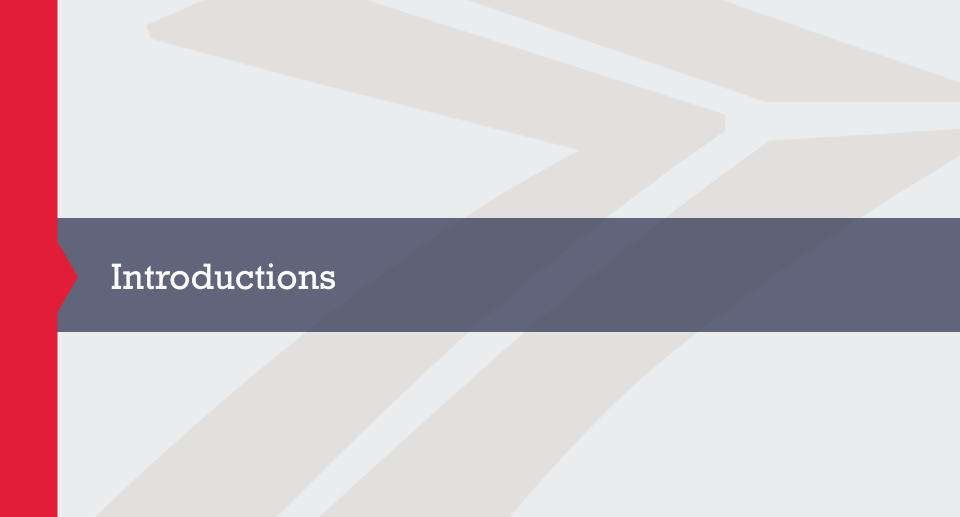
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Attain Team

Reshma Patel-Jackson	 12 years serving the Higher Education and Academic Medical Center community Expertise in organizational redesign, business process improvement and change management She has provided internal audit, compliance, process reengineering and change management services for a variety of not-for-profit, higher education, government contracting, and commercial clients
Jason Stringfellow	 Senior level program leader with over 20+ years' experience serving academic medical, energy, retail and manufacturing domains 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 Has held consulting and director staff positions with array of enterprise clients to include Walmart, Disney, Conoco Phillips, Fidelity, Tate & Lyle, UMass Memorial and Accenture



Project Objective

- 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

Business Process Review

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

Phase 1: Current State Review

Phase 2: Gap Analysis

Phase 3: Reporting Phase 4: Process-Re Design Support

- •Review existing documentation
- •Conduct interviews with process owners through user group sessions
- Evaluate process gaps, overlaps and/or redundancies

- •Identify gaps in existing processes
- •Formulate preliminary observations and recommendations
- •Communicate results via PowerPoint presentation
- Provide operational recommendations for the transition and future states of the implementation project
- Document current processes within flowcharts

- Participate in Discovery and Design sessions held by Collaborative Solutions
- •Develop future state documentation to incorporate into Training Plan

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



