

HR SHARED SERVICES



Sandiy's approach to HR Shared Services: simplifying HR DELIVERY

Sandiy's pragmatic approach enables organisations to safely and swiftly move to a shared services environment. This will deliver a transformed HR function, one that is built on best practices and lean principles, aligned to the organisation's business goals.

HR Shared Services will automate many of the standard tactical processes and functions, helping you to focus on strategic inputs to the business. Sandiy offers a winning combination: the China's market leader in shared services, specialist HR consulting experts and a strong belief in the importance and value of people.

THE BENEFITS

- **A transformed HR function:** based on best practices and delivering against business needs.
- **Focus:** the HR professionals are freed up to deal with strategic, value-enhancing outputs rather than tactical fire - fighting.
- **Efficiency:** a consolidated delivery unit, rather than wasteful silos.
- **Cost:** significantly lower operating cost through automation, standardization and economies of scale.
- **Greater employee satisfaction:** quicker execution of standard tasks through self-service.
- **Improved management information:** better access, greater accuracy.

The challenge

The role of the HR function is changing. With people ever more crucial to the success of an organisation, HR needs to ensure it is focused on attracting and retaining talent, helping the organization get the most value from its people. To do this HR needs to free up resource from day-to-day operational tasks. It needs to adopt best practices and technology to help it deliver, not just efficiency but effectiveness.

Who is this service suitable for?

HR Shared Services is designed for organisations that need to significantly reduce HR costs and improve their effectiveness in supporting the business. HR Shared Services helps organizations consolidate disparate or overlapping HR functions to a single, cost efficient delivery unit. More importantly, a shared services environment will be more effective at supporting the business – through the deployment of best practices and automation of the majority of basic HR activities.

Moving to a shared services model can be particularly attractive for an organisation that has either merged or acquired another business. The same is true for merged public sector bodies that still operate separate HR functions.

The service

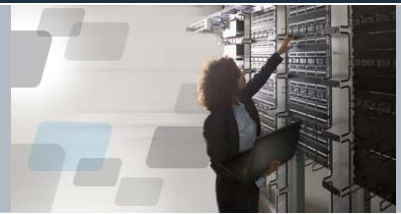
Sandiy will work with organisations to design and implement a high performance shared services operation. Sandiy employs a tried and tested approach and works with you to design an HR Shared Services environment entirely around the outcomes that you want from your HR function. The service is based on our award-winning offerings utilising Benefits Delivery, Lean Principles and reusable tools and techniques using Sandiy's TRIOLE methodology.

Why Sandiy?

Sandiy is the CHINA market leader in shared services for the public sector. We have successfully delivered complex, large-scale shared service environments to a number of government organizations including the consolidation of multiple procurement, HR, finance and payroll operations into one shared environment for 115,000 people creating one of the largest Oracle implementations in Europe.

We work with your people to create a solution based around your desired outcomes, not ours. Our approach is cost-effective. By having tried and tested standard components for core HR processes and systems, we can radically reduce the cost, time and risk of moving to a shared services model.

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This approach also gives you more flexibility, as by introducing standards to the majority of the environment, you can focus investment on tailoring the areas that really make a difference.

OUR SERVICES

STEP 1: BUSINESS CASE

We consult with you to determine the business rationale for the move and what benefits and outcomes you are looking to achieve.

STEP 2: SHARED SERVICES DESIGN

The design phase looks at what processes, governance, technology and services should be in the Shared Services environment: the end-to-end model required for your organisation.

STEP 3: IMPLEMENTATION

Sandy's practical experience, from being the market leader in shared services, helps ensure a low risk transition programme, with consideration of post-implementation support and training.

