

Implementing PeopleSoft 9.2 globally

Supporting the roll-out of the HCM platform across the newly formed group

Succeed have been working with an international law firm since September 2018. We were appointed to implement an upgraded US based PeopleSoft solution for the international business. The primary focus was to support with the decommissioning of the existing HR system SelectHR, replacing and enhancing similar functionality with vanilla PeopleSoft modules where applicable.

As part of the delivery of PeopleSoft 9.2 HCM, Self-Service, Absence Management and specific Global Payroll functions, we also managed the data migration and transformation of the HR data whilst re-designing the organisation structure to use the delivered PeopleSoft organisation functionality.

The PeopleSoft application is hosted on-site in the US, although the system the system is configured differently for the US and international populations. The expectation, following the work Succeed has delivered and the benefits it has demonstrated already is that the US will adopt the new functions.

The implementation project was successfully managed in line with the Succeed Way methodology to deliver the correct balance of flexible delivery and project control, giving the client a rapid deployment that delivered all of the business requirements.

The Succeed Way methodology is a hybrid of traditional waterfall approach and an Agile/Sprint of a traditional based methodology which ensures that the project stays delivery focused.

Business situation

The company has undergone a merger with a presence in US and internationally. The US team had used PeopleSoft in a basic form and decided to upgrade the platform at the time of the merger. They were looking for someone to demonstrate system and process knowledge and proven ability to deliver against challenging project timelines.

They wanted a solution that enabled the whole business to use the same HR platform in an efficient manner.

Solution

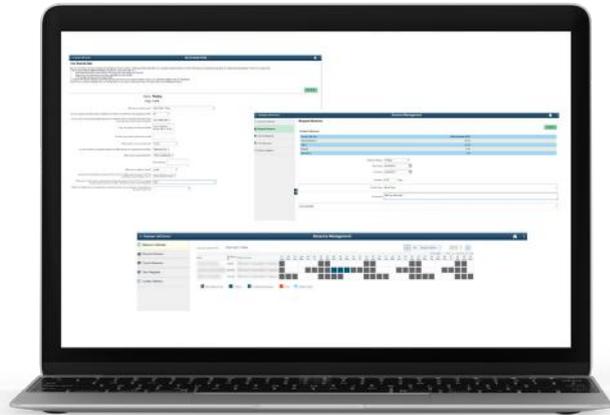
The client has implemented PeopleSoft 9.2 HCM, Self-Service specifically using the new fluid self-service page design which is mobile device compatible along with Absence Management, Payroll data capture and processing. Additionally they will be using the Succeed Managed Service to deliver the ongoing support.

Software and Services

PeopleSoft HCM v9.2

Absence Management

Global Payroll



Benefits of the Succeed solution

The Succeed Way methodology and requirements definition, along with our flexibility, enabled the client to manage the scope of the project. The structure we introduced with requirements tracking and design documentation allowed the project team to demonstrate enabled and iterative delivery in a controlled manner.

The Succeed Support Services has enabled them to achieve a low total cost of ownership for the solution.