THE CUSTOMER'S CHALLENGE

Our client was looking to improve the range of HR related services that they could deliver and the existing HR management system needed to be replaced or upgraded.

It was felt that the existing PeopleSoft solution was not capable of supporting the future needs of the business and there needed to be an informed discussion on the future direction to take. The client wanted to be confident that it was making the right strategic decision on the platform that would provide a future-proof solution together with understanding the associated business case.

The key factors that needed to be considered when deciding upon the future platform included:

- The global implications for replacing the existing PeopleSoft solution and how this would align with the IT strategy
- The varied and potentially conflicting views of the programme leadership team and senior stakeholders, which would require careful navigation through business requirements review sessions involving business and IT leadership, subject matter experts and other specialists
- The need for a clear business case for any potential SAP solution with properly defined costs and benefits

FACTS & FIGURES

Client: **Major UK Retailer**
Location: **Leeds, UK**
Industry: **Retail**
Duration: **3 months**
Value of Engagement: **£140k**

Key Features: SAP, Business Case, Strategy, HCM

Summary:
Our client needed independent guidance as to whether SAP HCM would be a viable option to replace its existing PeopleSoft solution.

DNASTREAM provided a clear picture of how SAP might support the business needs, the anticipated benefits, the costs involved, resources required and the most appropriate approach to deployment.

WHAT WE DID & THE OUTCOMES WE DELIVERED

DNASTREAM undertook a detailed analysis of the viability
of replacing the existing PeopleSoft solution with SAP HCM. This created a business case for the implementation of SAP. We provided:

- A detailed analysis of the existing business processes and how PeopleSoft, along with other IT systems, supported these processes

- A detailed analysis of our client's future goals, objectives and requirements, which any IT system would need to be capable of delivering

- Comprehensive mapping of the business requirements against the capabilities of the SAP solution to determine the level of fit and any potential gaps

- Assessment of any potential areas of simplification to the IT systems landscape or business process architecture that could be delivered through adoption of and integrated SAP ERP solution

Our team was able to define and present a broad benefits case to the business, which included a range of deployment options designed to deliver the stated business benefits.

We also prepared a detailed programme plan with resource estimates and cost estimates for the potential deployment options, together with creation of specific benefits case for the recommended deployment option.

The four-week project was delivered on time and within the agreed budget.

Our client received a detailed business case that provided confidence that SAP would be a viable option as the core 'people tool', together with a fully costed programme plan and benefits case.

The stakeholders were then able to progress, with the knowledge that any decision on the future HCM platform was based on a solid foundation and aligned to the business strategy.

TESTIMONIALS

"Taking our knowledge of SAP and applying it to our client's business requirements allowed us to make strong recommendations on how to take this project forward."

Paul Windsor, DNASTREAM Team Lead

"We are delighted to have been able to give this client confidence that it could decide on the right solution to meet its future needs."

Andy Milner, DNASTREAM MD

"The DNASTREAM team quickly understood our requirements and was able to define a detailed business case in a matter of weeks, which greatly helped us to define our future strategy."

Business Manager, Client

DNASTREAM
MAKING TECHNOLOGY USEFUL