



HR System Implementation

Behind every great team is a great system

ReThink HR, your dedicated HR Systems Specialist

As HR professionals, you put your people first, not your tech.

Your HR software solution is the hidden power behind engaged and energised employees, and we're here to help you deliver it.

Your team's time is precious. We provide you with a dedicated team member to lead and manage every aspect of the implementation and training, saving everyone time and stress and allowing you to focus on all of your priorities.



HR System Implementation

It's all about the setup

HR System implementation is as important as the selection itself.

You've selected the perfect HR system, and you're keen to get cracking, but that is easier said than done.

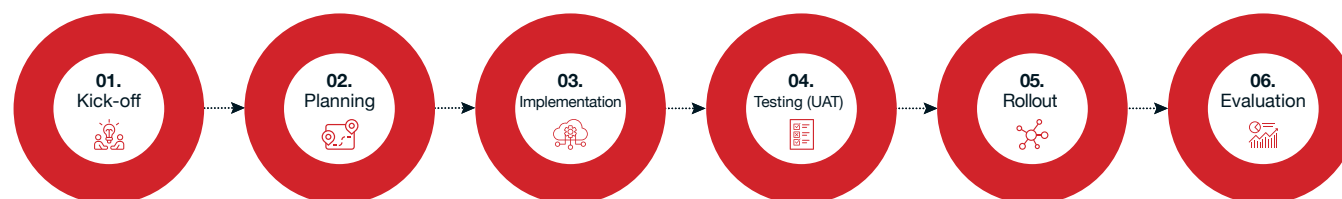
- Your team is busy with the day job.
- They haven't implemented this system before.
- They may need guidance to help review and improve processes to maximise the return on investment.

Engaging an experienced consultant can pay for itself, in added value as well as saving blood, sweat and tears.

- You might think it's cheaper and quicker to implement in-house, but that is rarely the case.
- ReThink HR can bring the strongest impact for the business with the least impact on you.
- We love data and pulling it together, from multiple sources, cleaning it up and getting it ready for import.
- System configuration is our thing - we can advise on the art of the possible before designing the right ways of working for your organisation.
- We love getting into the technicalities behind the scenes of the system to get it working.
- We keep things moving in the right direction, we don't get distracted by other events in the business; this project is our priority when we're working with you.

Proven ways of working

Ensuring that your team gets the best from the new HR system as quickly as possible with minimum stress.



01. Kick-off

Get the right people in the room so everyone understands their role in the project.

02. Project Planning and Coordination

Ensure that everyone knows what is expected of them and are ready for each project stage.

03. Implementation

Build and configure the HRIS, import of data, set up of user roles, integrations, etc.

04. Testing (UAT)

Design test scripts and coordinate the testing.

05. Rollout and Training

Start the whole organisation using the system for self-service and management information.

06. Evaluation

Review progress, calculate achieved ROI and identify areas for further development.



"Over and above the technical consultancy and project delivery, which was excellent, our ReThink HR consultant was thoughtful in how she adapted her approach to each element of the project to coach and build confidence within the HR team, so that they are now able to develop usage of the system independently."

The whole process felt like a true partnership and delivered a technical outcome in an inclusionary way. I was recommended to use ReThink HR and have been delighted with how they have worked with us, I would recommend them to anyone who is undertaking a similar project."

Rebecca Hone, Chief People Officer,
Accuro

What we bring

Expertise.

We've done this before, lots of times. HR system implementation is our speciality, and we bring our experience and passion to your project.

Product knowledge.

We have implemented myriad HR systems in many different ways, so know all the ins and outs of each system.

Process.

We know what needs to be done and in what order, meaning your system is implemented as quickly and smoothly as possible.

Troubleshooting.

There's nothing we haven't seen. We can avoid problems as well as solve them as they arise so it doesn't slow things down.

Challenge the status quo.

Just because you've always done it a certain way, doesn't mean that's the best way. We are process-driven, delivering what will have the strongest impact without being weighed down by what went before.

Integration.

We know how your system works with all the other systems, and departments, to make sure it works across the whole organisation and everyone feels the benefit.

Dedication.

Our project manager will be dedicated to you and your project from start to finish, giving you consistency and confidence.

"It is easy to underestimate the time and effort required during implementation of an HR system and I cannot over-emphasise the important of the expert guidance that ReThink HR are able to provide."

HR Manager, Independent Education



About ReThink HR

ReThink HR was founded in 2017 with the belief that the right infrastructure can significantly impact a company's success, engagement and wellbeing.

We are a small, but perfectly formed team of HR professionals with a passion for people and a love of technology.

We have all spent significant time in the field and understand the highs and lows of running an HR department. We work collaboratively with all of our clients and consider ourselves one of the team.

Technology is our superpower and where we can bring real value and positive change.

Next steps

We would love the opportunity to discuss working with your organisation to see if we could be the right fit for your project needs. You can **book a call** with us or **visit our website** for more information.



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