



HR System Selection

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.

At ReThink HR, we work with you to take a fresh,
creative look at your goals and needs. We listen
to you, and provide straightforward clear options
to help make sure you identify the right system
from the start.



HR System Selection

We help you make the right choice from the start.

Selecting an HR System is an important decision.

The choice can be overwhelming, with multiple complex features to compare, and benefits to weigh up.

Making the wrong choice could cost your company dearly in both time and money.

- You don't know precisely what you need or the possibilities.
- You're too busy to sit through multiple demos.
- It's difficult to compare like with like.

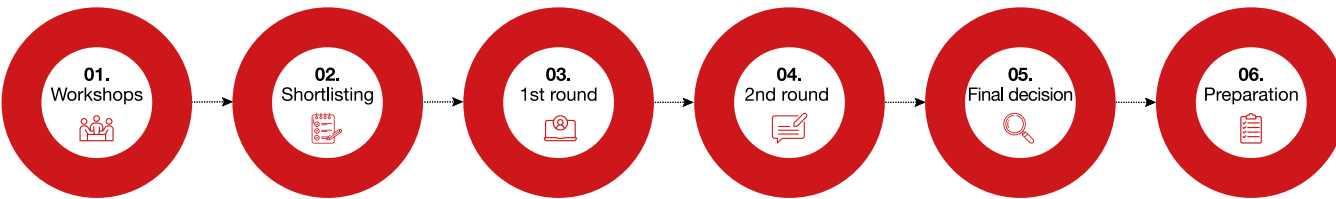
ReThink HR will find the right HR System for you

At ReThink HR, we believe that collaboration brings the most creative solutions that drive positive change.

- We work with your whole business to find a system that will deliver impact for everyone in the organisation.
- We get to know your team, your challenges and opportunities, to make sure that every angle is covered.
- We know the pros and cons of each HRIS vendor without having ties to any of them.
- Our tried and tested approach will guide you through the maze of options to find the ideal solution.

Proven ways of working

Guiding your team to making the right decision about a new HR system for your organisation.



01. Workshops

Collate needs and what is not in scope; Draft the selection criteria and other documents.

02. Shortlisting

Issue RFP and assessment of submissions including indicative commercials.

03. 1st round demonstrations

Lead on calls with vendors and collation of feedback.

04. 2nd round demonstrations

Develop scenario based demonstrations and collate feedback.

05. Final decision

Enable deep-dive demonstrations and identification of preferred vendor.

06. Preparation

Review of vendor project documents and final commercials; Preparation for implementation.

"We didn't know what we didn't know and so having experts who could help to identify and shortlist the right systems was invaluable. ReThink HR were experts at clarifying our requirements and taking the pressure off the team by liaising with the multiple vendors, keeping everyone updated and on track."

Lisa Seel, People Operations Manager, Ampa Group



What we bring

The Big Picture.

When you're deep in the business, it can be difficult to look up and see what's needed. We bring a fresh perspective and creative thinking.

Independence.

We are not tied to any vendor, so we won't try to squeeze in a system if it's not right for you. We'll bring a clear set of choices based on your business needs, not ours.

Speed.

We've learnt the pros and cons of these systems through experience, so we can quickly discount solutions that don't suit your needs, helping you decide faster.

Clarity.

Every sales demo is different, and tends to focus on the system's strengths not its weaknesses. We give you clear criteria to measure against, on functionality, service and value-for-money.

Reassurance.

Before you make a final decision, we'll review the proposal and system contract with you to ensure that they absolutely meet your requirements.

"Working with ReThink HR on this project allowed us to access specialist knowledge and to save a significant amount of time on defining the specification for our needs and researching the market, thereby allowing our team to focus on the decision making process. With a very lean HR team, the time saved was much appreciated and we felt that we were making an informed decision about the options available to us."

European HRD, Leading Global Investor & Business Builder

"As a rapidly growing company with ever changing needs, ReThink's holistic approach to the discovery phase of our HR tech project was a perfect match and has been invaluable. Their diligence, attention to detail and ability to translate our business needs to potential vendors during the selection process has given us the confidence that we are making the right long term investment in a new system, that we wouldn't have otherwise had."

Laura Menzies, People Director,
Third Space



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.



Philippa Barnes

philippa@rethinkhr.co.uk
07843 439537



Zoe Wilson

zoe@rethinkhr.co.uk
07870 635990