



HR System Optimisation

Achieving more with your HR technology

ReThink HR, your dedicated HR Systems Specialist

We know how to deep-dive into your requirements and current set-up, combining that with your business objectives, budget and priorities to pull out the key improvements that can transform the value you get from your HR System.



HR systems can be underutilised for many reasons:

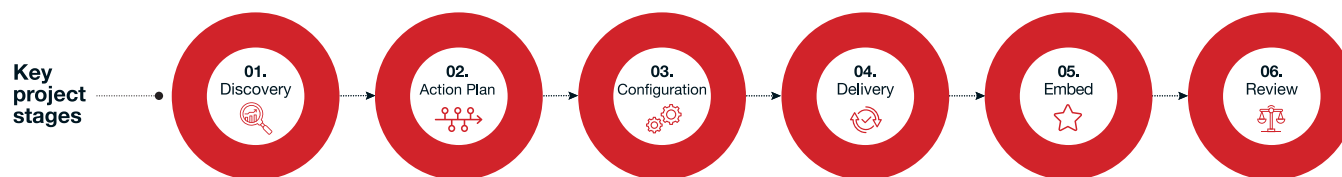
- Lack of resources during your implementation beyond getting the basics / essentials in
- The product has developed but you've not had the resources to implement the updates
- Loss of knowledge through turnover in the team or project
- You just never got around to phase 2
- There are more recent acquisitions which need onboarding

Why us?

- We are curious and genuinely interested in understanding your system, people and goals so that everything we do is relevant and adds value
- We are a fully focused, experienced and driven extension of your team – advising, coaching, configuring and problem solving
- We are commercially aware and understand the importance of return on investment and user experience
- We are tech savvy and know how to design options and solutions to support decision making and change
- We are hands-on. From data to configuration, process mapping to change management
- We care about building your confidence with the system

Proven ways of working

Working with your team to get the best from your HR system.



01. Discovery

Identify gaps and opportunities to optimise and align with business goals

02. Action Plan

Agree priorities and outcomes that will have the greatest impact for the HR team or the wider organisation

03. Configuration

Hands-on configuration within your system to build or enhance modules, processes and workflows

04. Delivery

Support change management and adoption of new functionality and process

05. Embed

Leave team confident in the system and to continue their optimisation journey

06. Review

Assess the return on investment post optimisation and plan the road map for the future.



Ongoing optimisation of your system is essential, otherwise "it's like buying a house and only living in the kitchen"

Simon Noble, Cezanne HR

What we bring

Expertise

We are skilled in a range of valuable areas from HR processes, tech / product knowledge, sector experience, stakeholder management and more.

Knowledge

We understand systems, project approaches, the “art of the possible” – areas where your team may not have experience.

Problem solving

We love to explore options, challenge the status quo and come up with the most effective and efficient solutions.

Design experience and use cases

We understand how systems work and how your chosen HR system can be configured. We have seen how others have approached similar problems and offer a range of potential solutions.

Dedication and focus

We have a single objective throughout our time with you – to optimise the system as far as possible. We don’t get pulled away to other priorities so are able to get things finished.

Energy and accountability

We love working with systems and being the person who can work with you to achieve what you need.

“Working with ReThink HR to optimise our system at BrandAlley has been transformational. Our consultant was hugely experienced and cut through complexity to find solutions fast. What stood out was her problem-solving: she grasped our needs, explored system options and gave clear recommendations so we could move forward confidently. She was a joy to work with and incredibly productive. Most importantly, she genuinely cared about doing a good job and getting things sorted.

Having a consultant focused solely on the project – free from day-to-day operational pull – gave us the traction we couldn’t have achieved internally and moved us much further, much faster. I would recommend ReThink HR one hundred times over.”

Danielle Alsey, Head of People and Culture, BrandAlley



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 systems 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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