

Accuro Fiduciary

Connecting teams around the world
with one source of truth



THE PROJECT

We started working with Accuro at the beginning of their HRIS journey, after a client recommended us.

At the time, Accuro had no global source of data. Each office was working independently, which caused issues with data accuracy. A significant amount of time was also spent pulling together management information at the group level.

The selection stage began by focussing on the need to collate and organise “clean” data as a valuable resource for the HR and wider teams including Finance and IT. With no “one source of truth” there were risks of duplications or things being missed.

ReThink consultant Hollie worked with their priorities to create a shortlist of potential vendors and then guided the Accuro HR team through a robust and consistent selection process.

Hibob was their final HRIS selection.

Once commercial contracts were in place and a kick off date agreed, Hollie returned to working with the global HR team. The Hibob platform was configured to meet their needs regarding data points, workflows, notifications, employee self-service, reporting and output reports for payroll. This involved an in-depth consultancy approach to guide the team to creating working practices that can be applied across their office locations rather than each office operating in its own way. This has reduced risk and allows the HR team to cover for each other when needed.

The outcome of the project is that the whole business, not just the HR team, now uses Hibob as their source of truth for all data relating to employees. The Accuro team are continuing to develop how they use the system.

ReThink HR’s involvement is credited across the company as being fundamental to the project’s success in terms of functionality delivered, adoption by the whole organisation and that it was delivered to the original project plan timeline.

AT A GLANCE

The project

Website

www.accuro.com

Industry

Finance

Employee Count

200 employees based in 4 global locations - London, Jersey, Mauritius and Switzerland

Project stages

- Selection
- Implementation

Challenges

- no global source of data
- each office was working independently
- issues with data accuracy
- time-consuming to pull together management information at group level.

System Selected



PROJECT OUTCOMES

- Hibob now the source of truth for the company overall
- Improved reporting through easy and swift access to accurate data
- Global rollout well received by all territories.
- Increased global collaboration and communication.
- Increased efficiency as the HR team is confident in using HRIS as part of daily work
- System continue to develop in line with business



“Over and above the technical consultancy and project delivery, which was excellent, Hollie was thoughtful in how she adapted her approach to each element of the project to coach and build confidence within the HR team.”

**Rebecca Hone,
Chief People Officer**

TESTIMONIALS

“Accuro worked with ReThink HR for the selection and implementation of our new HR system, Hibob.

Throughout the project, our consultant, Hollie, worked closely with the team to understand our needs and to guide us to focus on what would add most value for our team. Having picked Hibob, we were pleased that we were able to continue to work with Hollie and the ReThink team for our system implementation.

The project now stands as an exemplar for all projects within the business and the resulting outcomes have added significant value for the whole team. The system is the agreed source of truth for people data and management information can now be pulled together quickly and regularly, saving significant amounts of time for multiple teams.

Over and above the technical consultancy and project delivery, which was excellent, Hollie 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. Hollie built strong relationships with the whole team and was able to adapt her approach to their needs as they worked on the project alongside their day-to-day role.

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