

# Lucid Group

Maximising automation and data driven decisions



## THE PROJECT

Lucid Group had completed their HiBob implementation sessions but had been unable to gain further traction on the project. HiBob suggested that they contact us.

When we joined the project, the system required full configuration from system settings to time off policies, workflows and security, as well as a complete data import. There needed to be integration with Microsoft Azure, as well as HR team training and coaching.

Hollie joined the Lucid Group team and helped to prioritise and direct the project stages and workload. Workshops were held to review the different aspects of HiBob functionality, further upskill the team and agree next steps to set up each area of the system. Weekly project review meetings tracked progress and ensured that everyone was up to date and aware of requirements.

One of the biggest challenges as bringing together all the data required for import. Using a flexible project approach, we were able to keep this activity running whilst also progressing other work streams and the system build. This ensured that we were ready to meet the employee self-service launch target date.

Following implementation and self-service launch, Lucid Group now has a single source of truth globally for all their employee data, accessible across the company. The system has also been configured to deliver automation and efficiencies to the HR team which are continuing to develop.

ReThink HR's involvement is credited as being key to progressing the project, on a tight timescale, to a successful and on schedule delivery.

## AT A GLANCE

### Website

[www.wearelucidgroup.com](http://www.wearelucidgroup.com)

### Industry

Healthcare communications and consulting

### Employee Count

500 employees based in 2 global locations – UK and US

### Project stages

 Project Rescue

### Challenges

- Project had stalled and needed leadership and expertise to take it forwards
- No global or single source of data within each location
- Global collaboration of HR teams
- Issues with data accuracy
- Time-consuming to compile management information at group or local level
- Time savings need to be made by automation

### System



## PROJECT OUTCOMES

- Easy and swift access to accurate data to improve reporting – Hibob is now the source of truth for the company overall
- HRIS rolled out to and well received by both territories
- Increased global collaboration across the HR team
- HR team confident to use HRIS as part of daily work
- Automated workflows and task lists implemented thus increasing efficiencies
- HR team enabled to continue development of system in line with business needs



***“Hollie’s methodical approach and her meticulous organization of workshops and standing meetings with our internal team have laid a strong foundation for our new infrastructure.***

***Her proactive communication, specifically around how we were tracking against the project plan and launch, demonstrated her commitment to keeping all stakeholders informed and engaged.”***

**Lyndsay Gorson, Head of People Partnering, US**

## TESTIMONIALS

*“It was a pleasure to work through this project with the ReThink HR team. Hollie has been instrumental in the successful set-up of the Hibob HRIS system within our organisation. Her expertise as an HR professional not only guided us through the complex implementation process of merging several systems across four divisions but ensured that our team was well-prepared for the transition. Hollie's methodical approach and her meticulous organisation of workshops and standing meetings with our internal team have laid a strong foundation for our new infrastructure.*

*Her proactive communication, specifically around how we were tracking against the project plan and launch, demonstrated her commitment to keeping all stakeholders informed and engaged. We are grateful for Hollie's collaboration, dedication, and the value she has added to our team. Her work has not only impacted our immediate project goals but has also positioned us for continued success and growth. Hollie's contribution to the project has been invaluable, and her presence will be missed as we move forward.”*

*Lyndsay Gorson, Director  
– Head of People Partnering, US*