

Francis Holland Schools

Leading independent girls' schools in London



THE PROJECT

Francis Holland Schools (FHS) were aware of the complexities of implementing an HRIS and were therefore keen to engage ReThink HR to support them, especially as this project involved migrating from an existing system.

ReThink HR consultant, Hollie, joined the FHS team and helped to prioritise and direct the project stages in line with the team's requirements and the Every implementation plan. She also worked to ensure that data was successfully migrated from the existing system before the end of the contract term, and payroll was configured and tested in time for the switchover.

Working alongside the FHS team and the Every implementation consultants, Hollie was able to help shape the configuration of the system in line with the Trust's processes and requirements. She also supported the team in their learning so that they could become confident to use and administer Every going forwards.

Data validation and import proved to be one of the biggest challenges of the project, but Hollie was able to effectively troubleshoot, keep the project on track, and ensure that accurate data was successfully imported. Using a flexible project approach, meant that we were able to keep this activity running whilst also progressing other work streams.

AT A GLANCE

The project

Website

www.francisholland.org.uk


Industry

Education

Employee Count

400 employees across four entities

Project stages

 HRIS migration to Every

Challenges

- Seeking greater control of Payroll by bringing in-house
- Users finding existing system difficult to navigate
- Challenges with reporting and analytics leading to lack of insights
- Budget constraints

THE PROJECT CONT ..

Following implementation and self-service launch, FHS now have full control of their payroll process and are working with a system that they are engaged with and confident to use. They have been able to address their challenges and achieve their desired outcomes with the support of ReThink HR.

PROJECT OUTCOMES

- HR and Payroll team confident and engaged with using Every as part of daily work
- Accurate and successful Payroll go-live
- Manual processes brought online and streamlined
- Simplified reporting and analytics enabling greater insights
- Positive feedback following self-service rollout
- Cost savings achieved

TESTIMONIAL

We had the pleasure of working with Hollie on our recent HRIS and Payroll implementation, her contribution was instrumental to the project's success. Despite encountering several unexpected challenges along the way, with Hollie's guidance the project was delivered on time.

Her ability to quickly learn the intricacies of a new system and translate that knowledge into effective guidance for our team was exceptional.

Not only did Hollie manage the core implementation with precision, she also identified opportunities for further development and optimisation.

***Ben Taylor,
Director of People***



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