



HR System Strategic Review

Before you begin, know where you are

When your HR systems aren't delivering the value you expected, it's not always clear what to do next.

You may be:

- Mid-contract with your current provider
- Managing complex configurations or integrations
- Experiencing frustrations from HR, managers, or employees
- Unsure whether your system can meet future needs

Replacing your HR system can be transformational – but it also requires significant time, resource, and investment. In many cases, it's not immediately clear whether a full replacement is necessary.

This is where a Strategic Review comes in.



A Strategic Review allows organisations to make confident, informed decisions about the future of their HR technology.

It's the right approach when:

- You need an objective assessment before making a significant investment
- You're planning your HR technology strategy but value independent expertise
- Stakeholders have different views on the best way forward
- You need robust evidence to support investment decisions and secure leadership buy-in
- You want to start with an understanding of all the options, risks and opportunities

What you'll get

The outcome is not just insight — it's clarity and direction.

You'll leave with:

- A clear view of what is and isn't working
- An understanding of the root causes of current challenges
- A realistic view of what your current system can deliver
- A set of practical options, with associated effort and investment
- A strong foundation for decision-making and stakeholder alignment

Proven ways of working

Ensuring you have clarity on whether to optimise or replace your HR System.



01. Strategy

Start with the HR and organisation strategic plan for next 2–5 years

02. Review the current HR systems setup

Understand if what is in place can meet strategic and operational needs

03. Identify any gaps

Assess where lack of functionality will jeopardise the strategic goals

04. Documentation

Analyse the capabilities of the current systems and review the risks

05. Recommendations

Offer considerations and recommendations for next steps

06. Key criteria

Collate key criteria to guide the decision on next steps to meet the organisation's needs



"We had a large number of separate systems in place and the strategic review process and report provided us with the understanding of where improvements to process could be made and options for how to approach these. The report provided the basis of the business case that we built to gain support for the investment in the selection and implementation projects that followed."

ReThink HR client, security sector

What we bring

It may seem easy to review your current situation, but our collaborative approach puts our decades of collective experience and market wisdom in your hands. We know what questions to ask, and understand what's possible and practical for your specific needs.

Our structured approach includes:

- ◉ Understanding your organisation's strategic and people goals
- ◉ Reviewing your current HR systems and integrations
- ◉ Identifying key pain points and process inefficiencies
- ◉ Engaging with stakeholders across HR, IT, Finance and the wider business
- ◉ Assessing whether your current technology can meet future requirements

Where appropriate, we also engage with your current vendor to explore what may be possible within your existing system.

Typical Outcomes

Every organisation is different, but most Strategic Reviews lead to one of three clear paths:

Optimisation

There is untapped value in your current system.

We identify improvements, reconfiguration opportunities, or integrations that can enhance performance and user experience.

Go to market

Your current technology cannot meet your needs – now or in the near future.

You have a clear case for selecting and implementing a new solution.

A phased or delayed approach

You gain clarity on your current position and future requirements, but decide that now is not the right time to act.

You leave with a clear roadmap and business case for when the timing is right.

Why it matters

Your HR technology should be a core business tool – not a source of frustration or inefficiency.

A Strategic Review gives you the clarity and confidence to make the right decision, at the right time, for your organisation.

"Having an independent expert step back and objectively assess how we were operating, how we were utilising our existing systems, and how those systems interacted (or, in some cases, failed to interact) was invaluable. The resulting analysis was thorough, insightful, and clearly presented, accompanied by a comprehensive set of recommendations and actionable next steps."

Weldmar Hospicecare



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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