



Deloitte teams with Elizabeth Arden and Oracle to deploy Oracle Fusion HCM in the cloud



“Oracle Fusion HCM is a new product, so the Elizabeth Arden team knew that we needed some help deploying the product. We decided to work with Deloitte because of its strong relationship with Oracle, the strength of Deloitte’s global HCM capabilities, and because our two teams are a good cultural fit.”

Hoy Heise,
Executive Vice
President and Chief
Information Officer,
Elizabeth Arden

Summary

In 2011, Elizabeth Arden selected Oracle Fusion HCM as its new global Human Resource Management System. Being one of the first clients in the world to adopt this product, Elizabeth Arden was part of Oracle’s Early Adopter Programme; giving them access to extra support from Oracle and an input into the future design of the product.

Faced with an opportunity and a challenge they had not experienced before, Elizabeth Arden sought an implementation partner who:

- had a track record of working with Oracle;
- could work to the project’s demanding timelines; and
- would work collaboratively with the Elizabeth Arden project team.

Being a Diamond Oracle Partner with a long track record of successful Oracle implementations, Deloitte was the natural choice and began working with Elizabeth Arden in August 2011 to phase in the new HR solution globally; including core HCM and Talent Management.

In June 2012, Elizabeth Arden’s HR professionals in the UK and Switzerland began using Oracle Fusion HCM as their primary HR data management system. Following this, the team has achieved successful rollouts to HR departments in the rest of EMEA; and to employees in the UK and Switzerland. Rollout to the rest of the HR and employee population in the Asia Pacific region is planned for May 2013, and will see the system live in 14 countries worldwide.

Scope

The project scope covers the rollout of Oracle Fusion Global Human Resources, Oracle Fusion Performance Management, Oracle Fusion Goal Management and Oracle Fusion Compensation Management modules to HR professionals and over 1000 employees in 14 different countries.

The scope of the project delivery includes:

- a global set of ‘good practice’ HR processes;
- a single global source of employee data;
- a platform for quality employee data reporting and workforce analytics;
- self-service capability to allow employees and managers to update their information, set goals and complete performance documents;
- an ability to extract information and upload to existing payroll systems; and
- an automated annual compensation process at both a global and local level.

Achievements

As of April 2013 Oracle Fusion HCM is live for the entire UK and Swiss Head Office population as well as HR teams in EMEA. Users in the Asia Pacific region are expected to go live in May 2013 ready for the annual performance and compensation processes.

With these successful rollouts, Elizabeth Arden now has:

- a central source of employee data across the 14 countries;
- the ability to report globally on their organization;
- a globally consistent online performance management solution;
- a global compensation management platform; and
- quicker and more consistent data management processes.

Deloitte's approach of working collaboratively with clients enabled Elizabeth Arden to participate actively in the implementation, and to achieve accelerated knowledge transfer. The team now has the skills, training and understanding to support the system fully.

"Deloitte has been committed to the Oracle Fusion HCM development process from the very beginning. We are pleased with the role they have played in helping our customers achieve value with our next-generation Oracle Fusion HCM applications."

Gretchen Alarcon, Vice President,
Oracle HCM Strategy



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Resources

The Deloitte implementation team forms part of Deloitte UK's Oracle practice which provides access to over 250 practitioners in the UK and more than 12,000 Oracle practitioners globally.

Deloitte has one of the world's largest and most accomplished Oracle practices and is consistently recognised by analysts as the leader in Oracle implementation related services. Deloitte's real differentiator is how we integrate these cross-functional multi-disciplinary capabilities to help businesses achieve their objectives by cutting through complexity – with the help of technology.

By combining the capabilities of our previously distinct Oracle, PeopleSoft, JD Edwards and Siebel professionals, Deloitte has accumulated vast experience in the functional aspects of the modules that were melded into Oracle Fusion. In the Computerworld Honors Program 2010, Deloitte Consulting was selected as a Laureate. This award was based on Deloitte Consulting's work in leading the market with Fusion Applications. This award marks the first Fusion Applications Award presented in the marketplace.

For more information

Watch this video to find out more about how Deloitte, Oracle and Elizabeth Arden worked together to deliver the first Oracle Fusion HCM implementation in Europe:

http://www.deloitte.com/view/en_GB/uk/services/consulting/6f90e2b9e699b310VgnVCM2000003356f70aRCRD.htm

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