

## HR FastForward Get there sooner



By now, HR leaders are already well aware of their opportunity to truly guide organisational strategy. Their peers in the C-suite are increasingly expecting HR to deliver strategy-level insights that tilt the playing field in their favor—which is exactly what HR has been clamoring to do for years.

CHROs and other leaders already know what they need to deliver. The problem is that their organisations were designed to deliver different outcomes, not tied to “people” processes, years ago. Of equal concern is the fact that making changes to the HR function can be unwieldy and extremely time consuming. After all, reshaping processes and implementing new technologies are activities that typically imply high financial costs and months or years of work.

It doesn't have to be that way. That's where Deloitte's HR FastForward, enabled by SAP and SuccessFactors technology, comes into play.

### **Built for speed—and results**

In any transformation, process drives technology. That's why transformation initiatives traditionally begin with a flurry of working sessions and roundtable discussions to determine what processes are in place today, and how they might change to meet future needs. Process mapping follows information gathering. Project planning follows process mapping. And so on. Months later, the gears of implementation finally start grinding.

Meanwhile, HR organisations are under growing pressure to deliver now and with the right solution not a year from now. With HR FastForward, HR leaders

can effectively skip the information gathering phase, knowing that HR FastForward comes preconfigured with the vast majority of functionality and processes they need in place already, based on years of Deloitte experiences developing and refining best practices in HR transformation. We listen to our clients and input leading practices into our HR FastForward solution. The discussion turns from that of an open-ended design discussion to an identification of business-critical tweaks that are needed for an organisation. The result? A competitive approach that starts delivering results on day one.

### **How we can help**

Deloitte has helped HR organisations in virtually every industry jump-start their HR transformation strategies, and has used that experience to inform the HR FastForward solution. Just as important, we bring an equally deep knowledge of SAP technology such as SAP HCM, SuccessFactors, and S/4HANA, to every engagement. Our work is driven by business needs, and enabled by technology, process, and people insights.

HR FastForward addresses virtually every aspect of the HR organisation's business needs during an implementation, relying on a mix of attributes:

- A rapid implementation methodology based on our time-tested Enterprise Value Delivery practices
- Leading practice process maps to speed up process design or re-design
- SAP HR and SuccessFactors capabilities that reflect leading industry practices, along with our own experiences

- Accelerators that target other critical aspects of an implementation project, including:
  - configuration toolkits
  - testing scenarios and scripts that drive step by step testing processes
  - facilitation materials to expedite design decisions and review
  - integration examples across modules
  - templates and tools to facilitate data conversion activities
- Deployment planning and execution tools, including change management strategies, end-user training materials and communication strategies

#### Bottom-line benefits

- Stand-up new functionality quickly—and start generating value faster
- Implement tried and true best-practice solutions
- Reduce deployment effort, accelerating the project implementation timeline by as much as 30-50%
- Lower costs by up to 25% or more
- Obtain buy-in from key stakeholders and end-users through change management, testing, and training methodologies
- Offer holistic view of integration considerations and workarounds across modules
- Spend more time on higher-value processes such as self-service, talent management, user acceptance, and workforce analytics
- Competitive and sustainable solution, with identification of current and future considerations

#### How to get more value with HR FastForward

HR FastForward serves to accelerate an implementation and improve quality by focusing on enabling best-practice solutions while supporting an organisation's unique business requirements.

HR FastForward contains pre-configured solutions for organisations at various stages of their HR technology roadmap—from "beginner" to "advanced"—based on the maturity of their HR function. With our holistic view of pre-configured HR technology solutions, we are able to collaborate with organisations to identify solutions for now and the future.

#### Focus on leading practices

During the requirements-gathering phase of our projects, leading practices and processes serve as the core foundation to our discussions. When an organisation is aware that their peers in similar industries have successfully deployed similar processes, important cultural changes tend to take root, with key stakeholders gaining confidence in the approach.

#### Don't start from scratch

Traditional project implementation approaches tend to take lots of time in the requirements gathering and design phases. As a practical matter, these issues tend to be very similar within—and even across—industries. We find that it is better to modify existing templates than build them from scratch, in order to reach key milestones more quickly. Modifications should be limited to critical, business-specific requirements or localisations.

#### Prepare your people

New technology can introduce new ways of doing business that can be disruptive to end users. HR FastForward prepares organisations from day one through to go-live, bringing key stakeholders to design and review conversations who will serve as change enablers within their organisation. Our change management tools and templates can be used to drive these critical conversations throughout an implementation and afterwards. Testing and training templates already included in HR FastForward are instrumental in helping these users get on board fast once the solution is finalised.

# Contact us

To discuss your business challenges and possible solutions, please contact:

## Human Capital Team

### Nicky Wakefield

Executive Director

Deloitte Consulting Southeast Asia

[nwakefield@deloitte.com](mailto:nwakefield@deloitte.com)

### Mark Maclean

Director, HR Transformation

Deloitte Consulting Southeast Asia

[mmaclean@deloitte.com](mailto:mmaclean@deloitte.com)

### Karina Kuok

Senior Manager, Organisation Transformation

Deloitte Consulting Southeast Asia

[kkuok@deloitte.com](mailto:kkuok@deloitte.com)

## SAP SuccessFactors Team

### Angeline Leong

Executive Director

Consulting EA (SAP), Leader SEA & APAC

Deloitte Consulting Southeast Asia

[angleong@deloitte.com](mailto:angleong@deloitte.com)

### Audrey Pang

Director

Deloitte Consulting Southeast Asia

[aupang@deloitte.com](mailto:aupang@deloitte.com)

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