



HR FastForward

Get there sooner



By now, HR leaders are already well aware of their responsibility to help guide organizational strategy for the entire company. 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 organizations 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® SuccessFactors technology, comes into play.

Built for speed—and results

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 organizations 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. HR FastForward is based on outcomes—so the discussion turns from an open-ended focus on design, to identifying business-critical modifications. The result? A competitive approach that starts delivering results on day one.

How we can help

Deloitte has helped HR organizations 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 ERP HCM, SAP SuccessFactors, and SAP HANA® technologies, to every engagement. Our work is driven by business outcomes, and enabled by technology, process, and people insights.

HR FastForward addresses virtually every aspect of the HR organization'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 ERP HCM and SAP 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 leading HR practice solutions
- Reduce deployment effort, accelerating the project implementation timeline by as much as 30–50 percent
- Lower costs by up to 25 percent or more
- Obtain buy-in from key stakeholders and end-users through engaging solution walkthroughs, change management practices, and user-approved testing strategies.
- 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

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 organization’s unique business requirements.

HR FastForward contains pre-configured solutions for organizations 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 organizations 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 organization 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. Variations should be limited to critical, business-specific requirements or localizations.

Prepare your people

New technology can introduce new ways of doing business that can be disruptive to end users. HR FastForward prepares organizations from day one through to go-live, bringing key stakeholders to design and review conversations who will serve as change enablers within their organization. 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 finalized.

More information

Learn more on the web at:

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