SUCCESS STORY

HR Process and System Optimization

A large private endowment with $3billion in assets was challenged with HR processes that were too manual and was concerned they were not getting value from their investment in Paylocity (a cloud HCM/payroll application), which had been in place for three years. SteelBridge helped prioritize areas of opportunity and implement changes to process and Paylocity configuration to increase automation value realized from Paylocity.

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Challenge:

It was clear to the client that HR processes were too manual and that their HR system, Paylocity, could be better leveraged. With limited HR staff, however, it was difficult enact change.

Approach:

The SteelBridge team collaborated with the client to prioritize improvement opportunities. As a Paylocity partner, SteelBridge was able to reconfigure Paylocity and work with Paylocity directly to quickly address client needs.

Solution:

- SteelBridge conducted a workshop to identify issues and opportunities and determine where to focus efforts.

- Key areas of the solution included Onboarding and Exit workflows as well as survey administration and reporting.

- SteelBridge assumed the role of 'support contact' to address issues directly with Paylocity on the client's behalf.

RESULTS

SteelBridge not only resolved key HR process and HRIS issues for the client, but also implemented a process to identify, prioritize, and address HRIS issues over the long term. The client HR manager became well-trained on Paylocity, and the project elevated the perception of HR within the organization as a group that can deliver valuable transformational change.