



CASE STUDY

Change Management

Industrial Manufacturing (12,000 employees)

Situation

Our client had grown substantially through several large acquisitions and selected a best-in-class HRIS platform to improve reporting and talent management capabilities and position the company for future growth. The internal HR team did not have the capacity to fully engage in the scope of work required to support the implementation. The CHRO retained Agilitas to serve as project manager and HR subject matter expert.

Approach

- In-depth analysis of “as is” and “to be” HR business processes in scope.
- Stakeholder engagement activities to support the change management process.
- Day-to-day project management escalating issues and decisions as needed to the HR team.

Outcomes



Agilitas worked with the CHRO and CIO to develop a comprehensive business case for a global implementation including build-out of the HR organization.



The first two HR business processes in scope (performance management and succession planning) were successfully rolled out on time and under budget.



Agilitas worked with the project team to develop a comprehensive multi-year implementation plan as well as a project dashboard.