



## Is your PeopleSoft application delivering all the business value it can?

If you are like most enterprises, over the years you performed lower cost technical or functionality-light upgrades, getting you to the latest version but not adopting all the new features in the latest release.

Join the wave of organizations finally taking advantage of the newest technology and functionality in PeopleSoft 9.2 & PeopleTools 8.55, leveraging Oracle's over \$5 billion R&D annual investment.

### You Are Not Alone

Many organizations opted for the most cost effective path to getting to the newest version of PeopleSoft. This meant doing a purely technical upgrade or a like-to-like functional upgrade. Too often companies are using the same features in 9.2 as they did with their prior 8.9, 9.0 or 9.1 applications. Today with business users clamoring for the latest Cloud-like functionality, organizations are finally focusing on extracting & utilizing the many new features offered with PeopleSoft 9.2 & PeopleTools 8.55.

### The Goal Of Optimizing

When business users are asking for more there are two paths to consider: implementing a brand new solution (a rip and replace strategy) or an optimization (leveraging the investments that have already been made with the current solution). For many, the optimization path offers significantly more business value. PeopleSoft 9.2, with the many PeopleSoft Image updates that have been released over the past three years, offers brand new rich functionality well beyond what was offered in the initial version of PeopleSoft 9.2. When combined

with the newest technology features of PeopleTools 8.55, organizations are finding they can exceed their business users' expectations at a fraction of the cost and effort of a new solution.

### MIPRO's HCM Optimization Service

MIPRO's HCM Optimization Service is designed to assist an organization in getting the most out of its current PeopleSoft 9.2 deployment. It also analyzes the content of all the PeopleSoft Image updates that may improve the overall business processes.

#### MIPRO's HCM Optimization Service Objectives

- Develop and align overall departmental goals
- Prioritize business process improvements with new available functionality
- Assess how PeopleSoft HCM is currently utilized
- Uncover opportunities for automation
- Find opportunities to utilize new functionality
- Discover opportunities for data cleansing
- Evaluate the utilization of analytics and reporting
- Generate an Optimization Roadmap

## Where To Start

To properly prioritize features & functionality requirements into an Optimization Roadmap, it is critical to first understand key challenges and objectives at the HR organizational level. Across the organization, what are the predominant current HR challenges, what are the key objectives within the various HR departments (payroll, benefits, core HR, talent acquisition, etc.) and how do those priorities rank? Once these are documented and understood, associated projects can be identified that map to organizational objectives and priorities, thus creating an aligned path to optimization. Challenges drive the organization to create objectives which eliminate those challenges. Often it is the PeopleSoft application which provides the mechanism for the organization to achieve its objectives. Understanding challenges and establishing objectives prior to diving deep into the product features is a sound step to ensure that the roadmap created ultimately achieves all the HCM objectives and overcomes the identified challenges. Simultaneously, we also must make sure that the various HR departments are in alignment with the overall organization and amongst themselves so that they do not conflict with the overall organizational objectives.

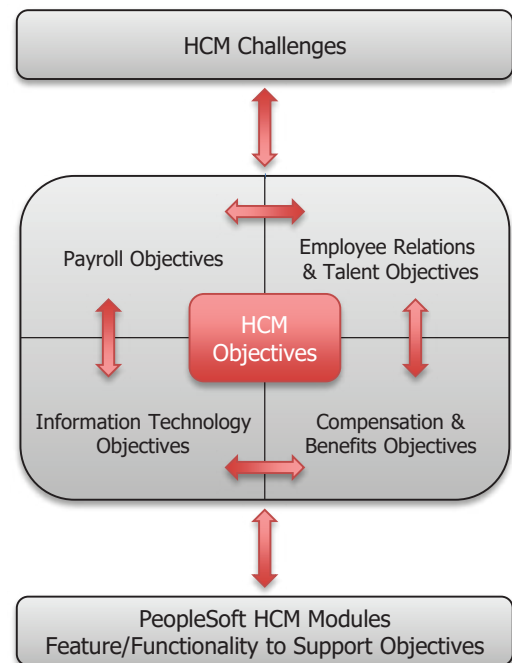
## Executive Strategy Workshop

The first step in the process of aligning goals & objectives is executing a one day Executive Strategy Workshop (ESW). The ESW involves the organization's key leadership including core HR, payroll, benefits, compensation, talent management and IT leadership supporting HR. This workshop will identify and document current HR challenges. We will then develop the key objectives of the various departments designed to overcome those challenges and collectively prioritize those objectives and define success measurements.

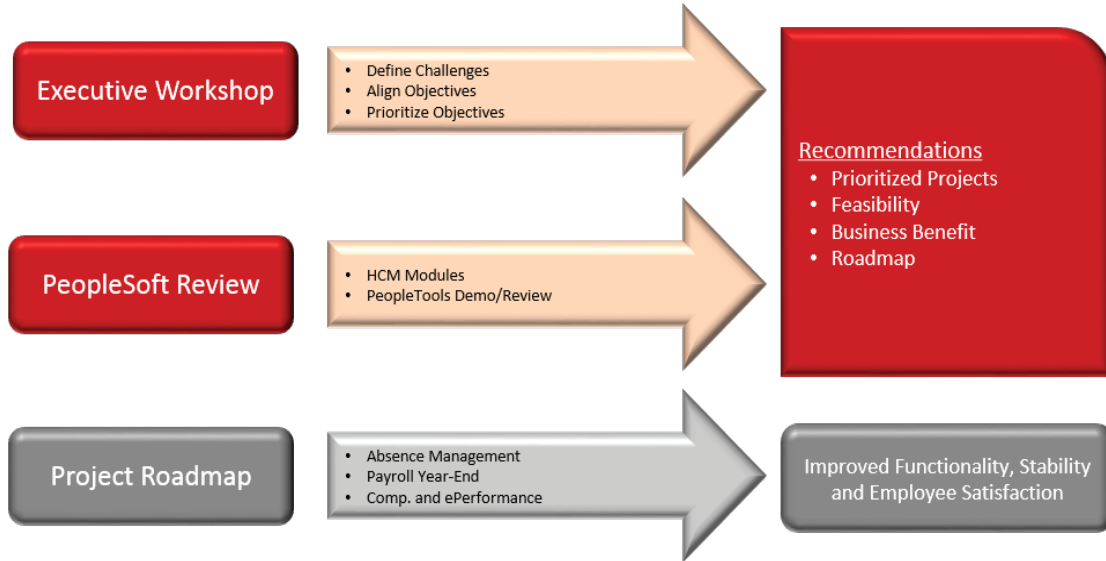
## Detailed Functional Optimization Analysis

In the next step MIPRO will provide PeopleSoft HCM 9.2 experts to execute the optimization analysis. We will investigate the current use of the software within the organization and determine if the applications are being used to their full potential and value. The priorities of the optimization analysis include:

- Understanding key departmental challenges in support of the overall identified challenges from ESW.
- Determining if standard features and functionality of the current software solution are being utilized fully and if there is functionality within the core product which can be deployed that offers additional business benefit.
- Determining if owned, unused modules present significant business value to the organization if implemented.
- Reviewing the latest PUM Image of your application to determine how it will provide business value if deployed.
- Classifying each of the potential projects into short, medium and long-term recommendations based upon the business benefit & feasibility, ensuring each project supports one or more of the key identified objectives from the Executive Strategy Workshop.



In summary, the overall optimization workshop can be graphically illustrated as follows:

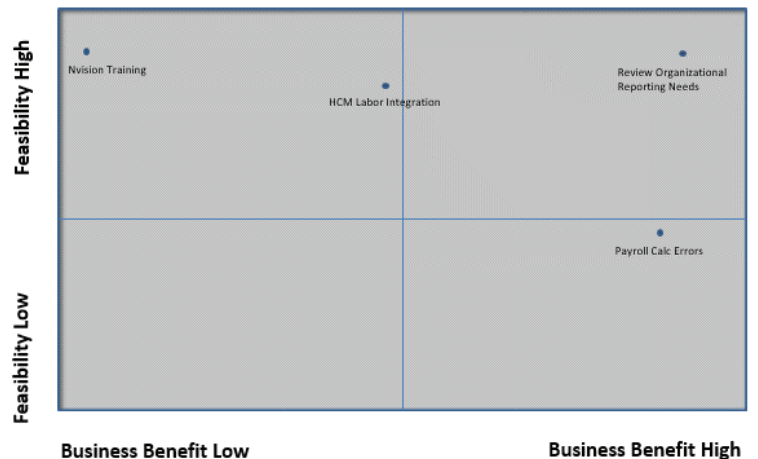
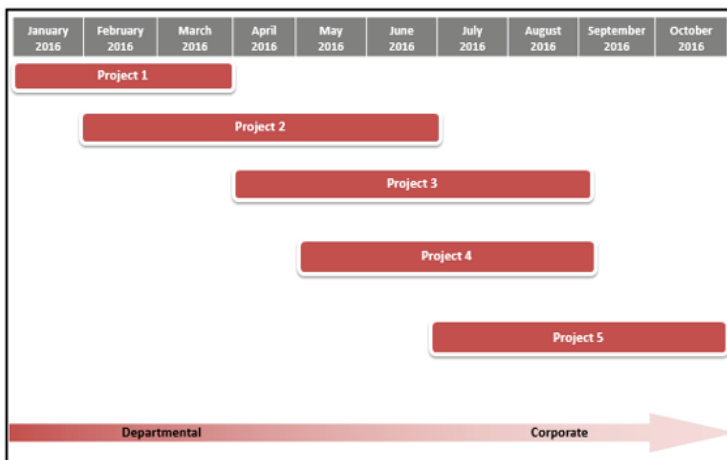


MIPRO & the organization will identify the overall top 5 to 10 priorities for HR. Once the top opportunities for optimization are identified, MIPRO will create an optimization roadmap, documenting the various projects, timelines and effort associated with each recommendation.

## MIPRO's HCM Optimization Service Deliverables

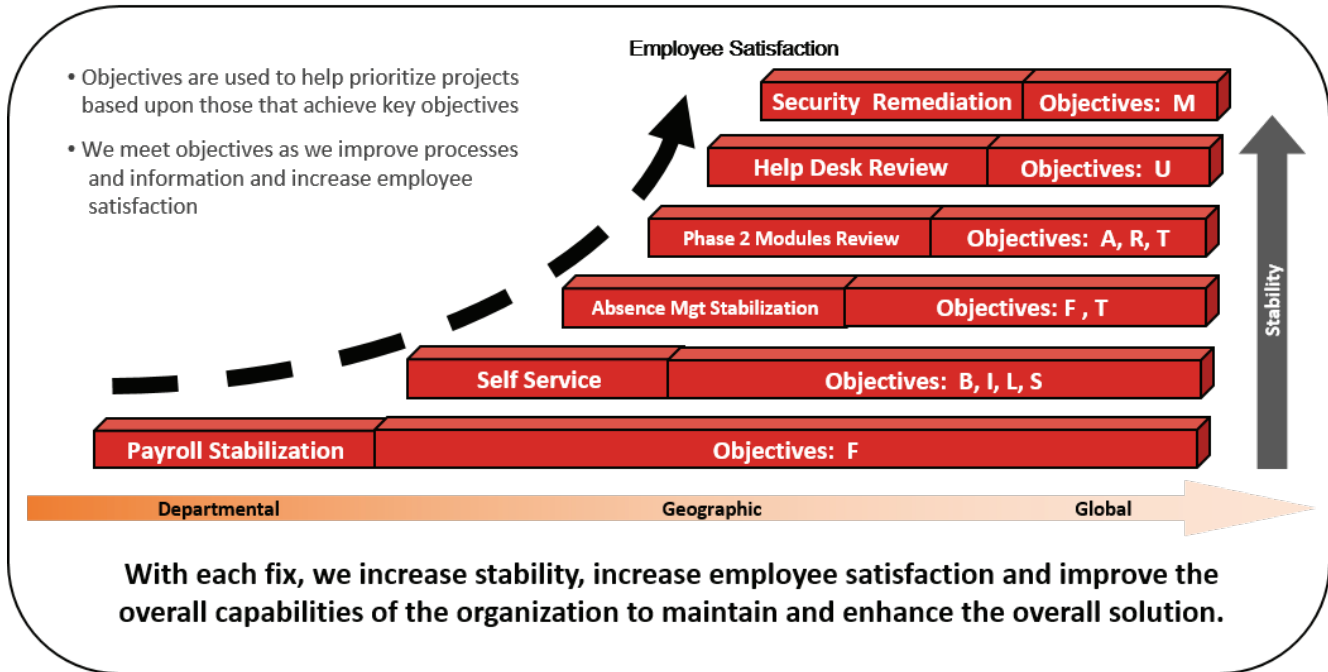
Deliverables include a thoroughly documented optimization analysis which provides recommended “mini projects” that implement the features and functionality to improve your organization’s HCM processes. The recommendations are based on the business value, feasibility and mapping to achieving an objective. These recommendations will be logically organized into a table and graphically presented in a series of charts.

Project Name	Priority	Recommendation	Immediate Business Benefit (H, M, L)	Immediate Feasibility (H, M, L)	Key Objective Supported
Review organizational reporting needs (high level).	1	Perform a corporate-level review of reporting requirements across the organization.	H	H	1, 4



## Creating A Path To Optimizing Value

MIPRO builds on the content from the Executive Strategy Workshop, incorporating that into the HCM optimization analysis and then uses the objectives to prioritize projects. MIPRO designs the projects to meet the stated objectives; therefore with each optimization we improve the organization's HCM functionality, increase employee satisfaction and improve the overall capabilities of the organization. The projects build on one another based on meeting those key objectives and overcoming the identified challenges.



Timeline: The Optimization Workshop varies in duration based on the number of modules and size of the organization but typically is executed in a matter of several weeks.

### PeopleSoft HCM Optimization At a Glance

- Assess current application usage and align with business objectives
- Unlock available but unused features in your current solutions
- Make enhancements to your current solutions to meet new challenges
- Deploy software you already own but aren't using to full benefit
- Improve ROI on existing systems

### Do the Right Thing

Whatever your challenge, you can count on MIPRO Consulting to help your organization do the right thing. Our dedication to employing and empowering the best people in the business sets us apart from the field. Our passion for Oracle's suite of PeopleSoft, Cloud and Business Intelligence applications drives our every pursuit. This unity of people, purpose and product allows us to understand problems and **find inspired solutions** that most would not see through the noise.

Copyright 2016, MIPRO Consulting. All Rights Reserved.

This datasheet is provided for information purposes only, and the contents thereof are subject to change without prior notice. This document is not warranted error-free, nor is it subject to any other warranties or conditions, whether expressed verbally or implied in law, including implied warranties and conditions or merchantability or fitness for a particular purpose. MIPRO Consulting specifically disclaims any liability with respect to this datasheet, and no contractual obligations are formed either directly or indirectly by this datasheet. This datasheet may not be reproduced or transmitted in any form or by any means without our prior written consent.

MIPRO Consulting is a registered trademark of MIPRO Consulting LLC. Other names may be trademarks of their respective owners.

If you have questions, let's talk:

[www.miproconsulting.com](http://www.miproconsulting.com)  
[www.miproconsulting.com/blog](http://www.miproconsulting.com/blog)  
<http://twitter.com/mipro>

**800-774-5187**

