RAPID RESULTS

Dynamics 365 Human Resources

Capgemini

DREAM **BIG**

START **SMALL**

DELIVER **FAST**

RAPID RESULTS

We have developed 'Rapid Results' offering to enable our clients to take advantage of the core 'out of the box' capabilities of Dynamics 365 Human Resources, to deliver immediate results and to provide a platform upon which additional capabilities can be added in the future. All this can happen within a short timeframe at a fixed cost, and without the risk associated with a lengthy and complex implementation.

Following recognized industry best practice, Rapid Results focuses on delivering the base capability in the first stage of a Human Resources project for one Legal Entity. This approach provides a platform for future improvements, allowing additional capabilities and customisations to be added as needs require.

9 week duration

$115,000 (ex. GST) fixed cost

Connect your business

Focus on what's important

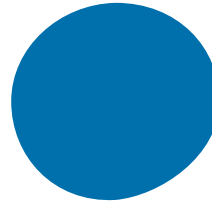Streamline processes

Start to plan and grow

D365 HR OBJECTIVE

Balance operational excellence, organizational agility, and the employee experience to create a workplace where people and the business thrive.
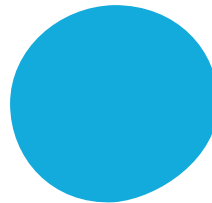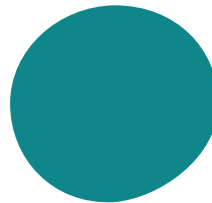
CONNECT PEOPLE & OPERATIONAL DATA

Increase Organisational Agility

To adapt the product to suite your needs in these ever-changing times
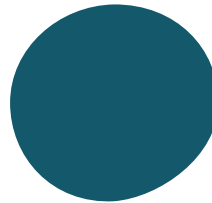
Transform Employee Experiences

To empower people with simplified and personalized self-service experience that work for a diverse workforce.

Optimise human resources programs

To boost employee engagement and satisfaction, while lowering people operation costs.

Discover workforce insights

To help you use the data that you've got, translate that into operational efficiency throughout the rest of the business

PROJECT
CONSTRUCT

OUR APPROACH

Consultant Led

Proven implementation method

Planned timeline & tasks

Train the trainer

Predefined scope

Predefined templates

HUMAN RESOURCES CAPABILITY – RAPID RESULTS 'ESSENTIALS'

•Jobs •Positions •Workers •Departments **Organisation Administration**	•Position Actions (Maintaining of Positions) •Worker Actions (Hire, Transfer, Terminate) **Personnel Management**

- •Jobs
- •Positions
- •Workers
- •Departments

Organisation Administration

- •Position Actions (Maintaining of Positions)
- •Worker Actions (Hire, Transfer, Terminate)

Personnel Management

- •Onboarding
- •Transitions
- •Offboarding

Task Management

- •Employee
- •Manager

Self Service

- •Performance (Journals, Goals & Reviews)
- •Competencies (Skills & Certificates)

Employee Development

- •Fixed Compensation
- •Variable Compensation
- •Benefits
- •(To support future payroll integration)

Compensation & Benefits

- •Illness & Injury

Compliance

- •Courses
- •Questionnaires

Learning

- •Requests
- •Plans & Types

Leave & Absence

- •Roles
- •Users

Security

- •Power BI Embedded Reports

Analytics

Included Capability   **Future Capability**

PROJECT TIMELINE

Implementation Phase		Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9
	Analysis & Design	Kick off	Design Workshops		Conference Room Pilot	Base Configuration				
		System Familiarisation		Design Documentation						
		Data Migration strategy workshop	Data Migration Support							
	Build						Master Data Migration			
							Functional Testing			
	Deployment							Train the Trainer		
									UAT Cycle 1	
										UAT Cycle 2
	Go-Live									Go-Live
										Go-Live Support
		Project Management								

PROJECT SCOPE

Rapid Results deployment of Dynamics 365 Human Resources

- System Familiarisation Training

- Data Migration strategy workshop

- Supply of standard Data Migration templates

- Data Migration **Support** for template import (**Time allocation**)

- Detailed HR Design Workshops covering 'Essential' functional areas

- FitGap worksheet & Functional design documentation on 'Essential' functional areas

- Configuration of 'Essential' functional areas

- Configuration of Personnel action type Workflows

- Project management and prioritisation with your team on the configurations required to the base solution.

PROJECT
CONDITIONS

INCLUSIONS

- System Familiarisation
- Conference Room Pilot
  - Validates D365 HR against the desired end-user experience and confirms how the software will do the job to aligns everyone's expectations
- Essentials configuration
  - Organization Administration (Workers, Jobs, Positions & Departments)
  - Personnel Management - Personnel action type Workflows (with maximum of 2 level of approvals and 1 scenario per workflow for the below)
    - New Position
    - Change Position Details
    - Hire Worker
    - Termination
    - Transfer
  - Task Management (Onboarding, Offboarding & Transitions)
  - Employee Development (Performance & Competencies)
  - Security Roles (out of the box)
  - Self Service (Employee & Manager)

- Data Migration
  - Support for importing of Master Data supplied by your team in a templated format defined by us.
- Train-the-trainer
  - Training of key users will be done via a train the trainer style approach with standard training materials and with the objective of having super users trained up to deliver training to the rest of the business
- Deployment & Go-Live
  - User Acceptance Testing support (24 hours UAT # 1 and 16 hours UAT #2 timeboxed)
  - Deployment to Production
  - Go-Live Support (8 hours timeboxed)
- Assumptions
  - Capgemini to be nominated as Claimed Partner of Record (CPoR) for Dynamics 365 and Power Platform.
  - Capgemini to be nominated as Digital Partner of Record (DPoR) for Microsoft subscriptions.
  - Only 2 instances (Sandbox & Production) will be configured.

EXCLUSIONS

- Deployment (including training and configuration) of other functional areas that are not specifically mentioned in the inclusions section above e.g. Compensation, Leave and Absence or other Business Application components.

- Configuration of any Employee Development workflows ie. Performance Reviews or Skills/Certificates

- Integration to external systems (ie. Payroll)

- Installation and configuration of third party products.

- Multiple legal entities

- Customisations ie. Custom fields and/or Personalisation of individual Workspaces, Forms & Grids are excluded from the scope of this project.

- Supplying of UAT scripts

- The following aspects of data migration and import:

  - Data cleansing (this is the your responsibility).

  - Extracting data from existing systems (this is your responsibility).

  - Populating Templates with extracted data (this is your responsibility)

  - Any modification to the standard upload templates.

  - Resolving Data Issues found upon import.

  - Transactional history

About Capgemini

Capgemini is a global leader in partnering with companies to transform and manage their business by harnessing the power of technology. The Group is guided everyday by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organization of over 325,000 team members more than 50 countries. With its strong 55-year heritage and deep industry expertise, Capgemini is trusted by its clients to address the entire breadth of their business needs, from strategy and design to operations, fueled by the fast evolving and innovative world of cloud, data, AI, connectivity, software, digital engineering and platforms. The Group reported in 2021 global revenues of €18 billion.

Get The Future You Want | www.capgemini.com