

Improved performance for Human Capital Management (HCM)

The Benefit: Alignment for Financial and Performance Excellence

CedarCrestone's Return on Investment (ROI) solutions align organizations, overall business objectives and strategy while improving operations across all enterprise functions. Our ROI services accelerate the process of quantifying the initiatives that hold the potential for having the greatest impact on the organization. CedarCrestone offers ROI/Justification of Investment (JOI) Assessment strategy and services to help organizations identify cost savings and real effectiveness across the full range of workforce technology investment options.

CedarCrestone's ROI solutions include a three-tiered approach using our proprietary ROI/JOI calculator, Blue Print report structure and actual organizational analysis to develop a realistic workforce technology service delivery assessment. CedarCrestone's services include the following:

- FastValue Workshop
- FullValue Assessment
- Total Cost of Ownership HCM Portfolio Assessment

FastValue Workshop

The goal of this workshop is to demonstrate potential cost savings and to determine which applications provide the highest return on investment for a particular organization.

The FastValue Workshop entails a one-day workshop within a five-day program that includes educational and discovery session, business analysis, and product demonstrations. During the session, experienced CedarCrestone consultants provide a high-level overview of workforce technologies, including the business factors, options, and issues that are driving its impact in today's Internet environment. CedarCrestone's ROI/JOI calculator, built on industry averages, will be used to demonstrate the potential savings of various workforce technology investments. Since industry averages may not reflect the reality within every organization, a discovery session will be conducted to tailor the calculator to reflect key business objectives, current process state, volumes, salaries, and over 30 additional measures.

FullValue Assessment

In this assessment, industry averages are replaced by relevant client specific information, which provides an accurate view of the actual and predictable return.



Company Capsule

Corporate Headquarters:
Alpharetta, GA

Number of Employees:
700+

Partnerships

Oracle

- Platinum Partner
- Specializations
 - Education & Research
 - Healthcare
 - Oracle Database
 - Oracle E-Business Suite Financial Management
 - PeopleSoft Human Capital Management
 - PeopleSoft PeopleTools
 - Public Sector
 - Service-Oriented Architecture
- 2010 Titan Award Winner
- 2008 Titan Award Winner
- Oracle ACE Program

Workday



The FullValue Assessment provides the total package to support workforce technologies initiatives within the organization. CedarCrestone's ROI FullValue Assessment entails a two-to-four-week engagement designed to help organizations identify the costs, benefits, and architectural considerations associated with adopting workforce technologies solutions. In the FullValue assessment, CedarCrestone will review the current business environment to establish a baseline statistic set and interview key management, customers, suppliers, and partners to provide insight and discover additional value. By using specific client data, CedarCrestone generates an accurate view of the actual return. Opportunities are then mapped to specific solution areas, and implementation costs and benefits are quantified for the organization.

CedarCrestone's complete FullValue ROI/JOI Assessment contains an analysis of the organization's current state, industry trends, and future vision. Recommendations on initiatives that will maximize ROI will be compiled into a complete evaluation report. This evaluation will include the following:

- Business objectives and corporate goals
- Self service baseline
- Key business opportunities mapped to self service solutions
- Comparative metrics and cost/benefit analysis (TCO/ROI)
- A solution implementation map focused on prioritized business initiatives

With either the FastValue or FullValue option, our clients have a better understanding of the value that workforce technologies initiatives may bring to the organization.

Total Cost of Ownership HCM Assessment

By evaluating a new technology against the backdrop of the entire HCM portfolio, and the state of adoption by workforce technology leaders, CedarCrestone provides

a cost- and value-based view that is more strategic, and leads to a specific workforce technologies blue print for the future. The end result is a portfolio that achieves a balance of best practice and return on past and future investments.

CedarCrestone's eight-week TCO assessment program uses the four major HCM processes as an organizing framework to scope the systems to be included in the portfolio. Based on this, CedarCrestone can then accomplish the following:

- Review functionality based on the Service Delivery Assessment
- Collect costs for each existing system based on initial capital expenses such as software, hardware, implementation, and ongoing expenses including maintenance and upgrades
- Collect the value contributed to date by each existing system by examining one time direct savings such as eliminating outdated systems, ongoing direct savings such as headcount elimination, and also the indirect/soft savings including cost avoidance, and productivity savings
- Evaluate the incremental cost and savings of any new technology solution in terms added costs as a result of the new system such as increased software and implementation costs, increased headcount for administration and maintenance, increased training and user learning
- Evaluate whether the system will decrease the portfolio costs by enabling decreased headcount through process efficiencies, enhanced reporting and analysis capabilities that lead to new strategic savings.

By using this three-tiered approach, CedarCrestone's clients can determine the effect of enhanced technology and its impact on their business goals. Through our specialized workshops and assessments, CedarCrestone

makes it possible to provide justification of technology expenditures that gain executive support and resource commitment throughout the organization.

- Review functionality based on a Service Delivery Benchmark Assessment
- Collect costs for each existing system including initial capital expenses such as software, hardware, implementation, and ongoing expenses including maintenance and upgrades.
- Assess the value contributed to date by each existing system by examining one-time direct savings such as eliminating outdated systems, ongoing direct savings such as headcount elimination, and also soft savings including cost avoidance, productivity savings, and potential revenue improvements.
- Project the incremental cost of any new technology solution in terms of added costs from the new system, such as increased software and implementation costs, increased headcount for administration and maintenance, increased training and user learning.
- Evaluate whether the system will decrease the portfolio costs by enabling decreased headcount through process efficiencies or enhanced reporting and analysis capabilities that lead to new strategic savings.

Through these specialized workshops and assessments, CedarCrestone provides your organization with the information to justify technology expenditures that gain executive support and resource commitment throughout the organization.

CedarCrestone: Turning Software into Solutions

Analyze • Strategize • Design • Implement • Deploy • Upgrade • Manage • Optimize • Host

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About CedarCrestone

CedarCrestone delivers real client success by providing consulting, technology, and managed services for the deployment, management, and optimization of Oracle applications and technology.