

# Prototype Approach to HCM System Selection

## Competitive Edge Technology Prototype Methodology

To help the business be successful human resource managers need complete and accurate **employee data**, delivered at the **right time**, in the **right format**, available on a **mobile device**, able to be **shared** with the right people, and delivered by HCM (Human Capital Management) systems capable of **responding to changes** in the business need: Sounds easy – but to achieve this it is not only necessary to bring together all of the technology components it is also necessary to facilitate the HCM specification and selection process and **demonstrate a working model of the proposed solution** before making a final decision, especially if the decision involves moving to a new technology environment such as cloud computing. For that reason CET offers clients an HCM prototype, built on the Force.com platform, to evaluate the benefits of the promised features of modern cloud computing such as easy integration, data warehouse, mobile delivery, social enterprise and custom development.



## Advantage of Working in the Prototype Environment – Evidence-Based Selection

- The **prototype approach** to HCM selection enables purchase decisions to be made based on **evidence**, rather than the “**vision**”.
- The reality is a client's solution will probably involve **multiple products** and rather than evaluate each product in isolation CET recommends clients see **tangible evidence** of the products working in an **integrated platform** environment to **confirm the vision** and select the best fit products.

## About the Pre-Built Prototype Framework on the Force.com Platform

- The prototype contains all of the components of a **Software-as-a-Service** HCM application, including a database built in accordance with the open HR CSAS database schema, editable system fields for business rules and data validation, a report writer and system security.
- Can be used to **import data** from the current HCM to provide a more familiar comparison environment.
- Can be enhanced to be a **fully operational HCM** with very little additional effort, if the client wishes.
- Is **NOT a throw away**: It can be re-used as a **custom development platform** in the final system architecture to close the functional gap after the final *System of Record* is selected - irrespective of whether it is a Force.com application or not.
- It is an **integration platform**: Clients may use the Salesforce.com Apex Data Loader, custom import facility, a third party pre-built integration connector or build their own Web services integration solution (using the published APIs) to connect their current legacy and new applications.
- Can be used as a **data warehouse** and run reports against a unified database enabled by the integration of data from multiple sources.
- Allows information to be delivered in a **dashboard** format on all types of devices, including **mobile tablets** such as iPads.
- Allows **mobile applications** to be delivered in browser mode to update the back-end database, which can be customized to introduce new fields or screen layouts and deployed immediately.

## The Prototype is FREE to CET Clients

- CET offers clients access to the HCM prototype application free to install on their own Force.com platform, providing it is used in conjunction with their consulting service. A typical consulting assignment usually only costs around \$AUD 5k and can be carried out according to the client's timeframe.

## CET's Products and Service

- CET helps clients **create a vision** for how new HCM features can be deployed and advises on **process improvement** and **change management**.
- CET has developed a unique HCM **system specification tool** on the Force.com platform to assist clients through the **selection process**.
- CET offers a **collaboration** facility to help clients agree on relative importance of system components during the specification process.
- CET use its' extensive **database of product capability** and their automated **product selection** tool to determine the **best fit** HCM products in the marketplace, identify any **functional gap** associated with each product, and offers **custom development** and **integration assistance**.

## The CET Consulting Team



John Macy – Founder of CET

- The CET consulting team is led by John Macy, one of the HR industry's most experienced professionals
- As Manager HR Information and System for Qantas Airways in the 1990s John knows the importance of accurate and timely information to guide management decision making and the need for quality data from integrated sources.
- He has worked with some of Australia's best known companies and worked with clients in Asia and the USA.
- In 2007 he chose the Salesforce.com application development platform (Force.com) to build a specification and best fit analyzer application, now used in conjunction with the HCM Mashup Builder (HCM Prototype), to help clients identify and experience the right combination of products needed for their HCM solution prior to purchase.
- He partners with HR Cloud Solutions (www.hrcloudsolutions.com) to deliver the best service possible to clients.