



Opportunities driven by HCM cloud technology

As organizations continue evaluating opportunities for business growth, cloud-based technology is a primary driver to allow HR to deliver value in support of the business' strategic and transformational initiatives. M&A activity, globalization, mobility and entry into new markets is dramatically shifting the workplace and requires that the HR function evolve to meet these rapidly expanding needs.

Most consulting firms are focused on the technology of cloud. But KPMG has always seen cloud as a business issue, and that's where we stand apart from our competitors. When we approach the cloud, we do it from a business perspective – finding the fit within an organization where the cloud solves a specific problem. It's about making the cloud work harder for a company in order to achieve real business results.

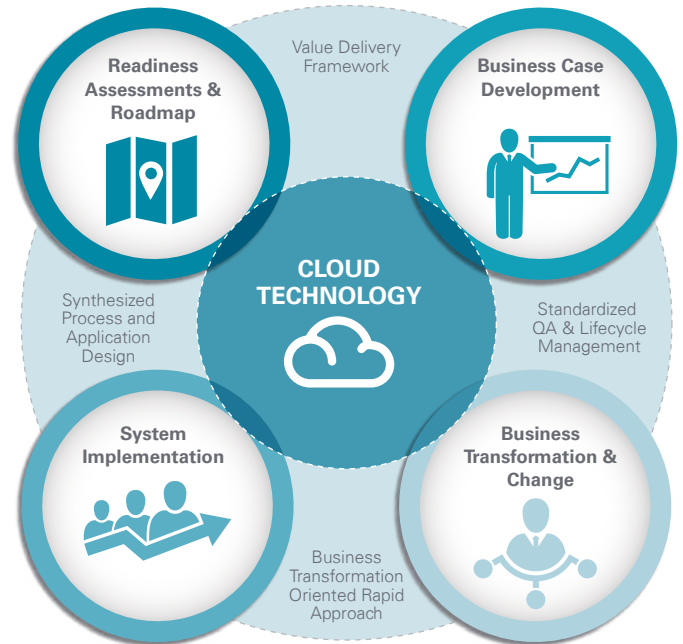
5 Questions to ask

- 1 Is there a demand by the business for more relevant and consistent information?
- 2 Are legacy applications hindering organizational effectiveness?
- 3 Will you be implementing, consolidating, or upgrading enterprise systems in the near future?
- 4 Have you considered the potential security, risk, tax, and compliance implications of cloud enablement?
- 5 How do you measure and assess the value that HR drives in your company?

KPMG's HCM Cloud Services

KPMG's cloud-enabled Human Capital capabilities, extensive enterprise resource planning (ERP) experience, and history of global innovation in the HR space, have positioned us as a leader in this HR transformational cloud enabled market.

KPMG's approach simplifies the adoption of technology by proposing a roadmap that aligns with your short and long-term HR initiatives. Our industry-recognized RapidSolutionSM HCM methodology and standardized framework, which include templates, toolkits, accelerators, and scripts, help reduce cycle time and effort while providing enhanced delivery excellence to help identify, measure, and realize value.



Potential benefits

- Improved alignment between business and HR leadership, and organizational agility
- Reduced IT operating and maintenance costs
- Implementation of a cloud environment that addresses potential security, tax, risk, and compliance considerations
- Superior strategic workforce planning with the ability to predict where/when talent is needed
- Enhanced HR information system that enables better business decisions, improves productivity and streamlines processes
- Close collaboration with leading software vendors including access to their resources and intellectual capital across multiple platforms

Case study

Siemens Global Shared Services launched an initiative for a platform migration and Oracle Fusion HCM cloud-based implementation in North America to enhance and modernize HR services to 60,000 Siemens employees in the United States, Canada and Mexico. This large-scale HCM cloud implementation will help cut IT costs while enhancing the HR and payroll functions. Importantly, new technology was offered in balance with existing IT investments and partnerships.

Through Oracle HCM Cloud (Fusion), Siemens now has fast deployment of new functionality, mobile enablement and real-time access to actionable data that will significantly improve the experience for HR professionals, managers and employees.

“Together, KPMG and Siemens are building upon the momentum of cloud-base platform adoption and setting the standard for driving business value through adopting Oracle Fusion Applications delivered in a SaaS model,”

– Margarita Gosheva, CIO and VP IT, Siemens Global Shared Services North America

The KPMG difference

As a leading implementer of HCM cloud solutions, and named a Kennedy Vanguard leader in HR Transformation consulting, KPMG draws upon extensive industry knowledge and deep domain experience to help clients develop transformative strategies for enterprise applications that help enable a sustainable competitive advantage. We offer a long and successful history of innovations and inaugural implementation successes, as well as fully configured, industry-leading reference environments.

With KPMG member firms in 155 countries, we have global breadth and local-market knowledge of business conditions, and legal and regulatory requirements to help you work toward your organization's long term goals.

Top Talent Centralized

Today's organizations are facing a number of challenges with delivery and the cloud. These organizations are looking for new solutions delivered "on-demand" with experience, skills, and high-quality. KPMG's cloud delivery center gives clients direct access to top talent, deep industry knowledge, proven tools, innovations, and commitment to delivering high quality solutions.

A leading advisor

- Named a Kennedy Vanguard leader in HR Transformation consulting
- Global HR Center of Excellence
- World-class HCM practices with more than 500 HR veterans in the U.S.
- A leading implementer of the latest HCM software with more than 150 HR Technology Transformations over the past 10 years
- Time-tested HR proprietary assets and capabilities
- Category leader in Business Technology Transformation and Business Consulting services
- Named a 'major player' by IDC for Worldwide Organizational and Change Consulting Services
- Consistently ranked among the top 4 world's best outsourcing advisors
- The world's largest Shared Services and Outsourcing Advisory firm

KPMG HCM capabilities

Oracle

Fusion | Taleo

- Oracle Platinum Partner
- Credentialed Fusion Application Professionals Globally
- Fusion Implementation Certified (Rapid Start)
- First Live Core HCM Cloud customer in the Americas
- Global Infrastructure of Fusion Middleware and Business Intelligence experts

PeopleSoft

- RapidSolutionSM method used on more than 100 PeopleSoft Upgrades over the past decade.
- First to implement HCM v8.9, v9.1 and v9.2
- Oracle's exclusive PeopleSoft partner for PeopleSoft 9.2

Workday

- Certified Workday Implementation Partner
- Robust Workday HCM Toolkit with proprietary configuration guides
- Integration with Workday Finance capability and KPMG's leading Finance Transformation practice

SAP | SuccessFactors

- Experience with Global HR, Payroll, Benefits, Employee and Manager Self Service, Compensation, and Performance Management
- Credentialed SAP Professionals Globally

KPMG's Cloud Analysis Services

1 HealthCheck

2-7 days

- Maturity model high-level review and analysis
- Technology transformation assessment and report
- Roadmap alternatives and high level alternative assessment
- Cloud and Globalization Awareness Summary
- +1 item from "Additional Items" list

2 Workshop

7-14 days

- Maturity model high-level review and analysis and summary
- Review and analysis of current systems and processes
- **Critical** system and process area improvement opportunity workshop
- Assessment Summary of workshop findings and recommendations
- Roadmap alternatives and high level alternative sizing
- Cloud/SaaS Transformation Strategy and high-level Roadmap
- Cloud/SaaS Adoption Business Case Summary
- + 2 items from "Additional Items" list

3 Assessment

7-10 weeks

- Maturity model review, analysis, summary, and detailed actionable recommendations
- Review and analysis of current HR IT systems and processes
- **Comprehensive** system and process area improvement opportunity workshops
- Detailed assessment summary of workshop findings and recommendations
- Cloud/SaaS Transformation Strategy & Roadmap
- Cloud/SaaS Adoption Business Case
- Relevant items from "Additional Items"

Additional Items

- Process Transformation Assessment and Strategy
- Pre-implementation Organizational Readiness Assessment
- Service Delivery Transformation Assessment and Strategy
- Business Intelligence Transformation Assessment & Strategy
- Transformation Governance and Controls Assessment & Strategy

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