



## HRMS

Founded in 2003  
Authorized FinancialForce HCM Partner  
Experts in HR Technology  
Office locations throughout the U.S. and Canada

## SOLUTION

FinancialForce HCM

## IMPLEMENTATION FOCUS AREAS

- Human Resources
- Recruiting
- Onboarding
- Compensation
- Benefits
- Open Enrollment
- Carrier Connections
- Absence
- Learning
- Performance & Goals
- Succession
- Timesheets
- Payroll Connect

## FINANCIALFORCE HCM PROFESSIONAL SERVICES

### WHY HRMS?

We are experts in HR technology who are passionate about delivering quality services to our clients.

We love to help HR professionals leverage FinancialForce HCM to fully capture the power of next generation technology to gain efficiencies, reduce redundancies, streamline organizational processes and get on with the business of HR.

### WHO WE ARE?

We are a select group of diverse professionals offering a better implementation experience to our clients. Our reputation is built on trust, the quality of work we provide and our ability to deliver successful projects.

Our team of dedicated consultants possess a combination of domain experience in human resources, force.com technical knowledge, and the ability to truly listen to our clients and pay attention to the little details.

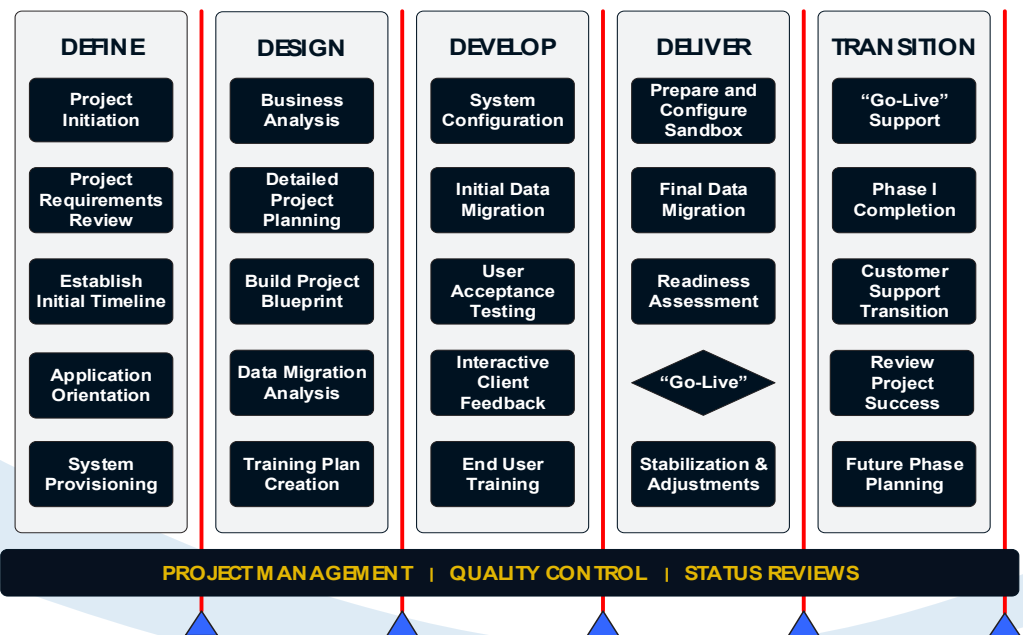
The agglomeration of these characteristics and having people who truly enjoy what they do – creates the HRMS Experience.

### OUR IMPLEMENTATION METHODOLOGY

At HRMS we believe in delivering your implementation of FinancialForce HCM right the first time by not only following a comprehensive, well-executed methodology and providing experienced consultants to execute on project tasks and deliverables, but by also continually providing timely and effective communication throughout your implementation.

HRMS' phased implementation approach leverages industry best practices and years of experience implementing HRIS, HRMS and HCM systems at hundreds of organizations. HRMS delivers measurable results for your FinancialForce HCM deployment and provides a roadmap to a successful implementation.

### FINANCIALFORCE HCM IMPLEMENTATION METHODOLOGY



# THE HRMS EXPERIENCE

No excuses,  
no exceptions.  
Extraordinary  
service!

“We are continually impressed by HRMS’ high level of customer service and genuine consideration for your customers. It is a real joy working with a team that is so pleasant, knowledgeable and readily available to assist in any way possible.”

— Chief Human Resources Officer

## PROFESSIONAL SERVICES PROVIDED

HRMS Professional Services support our customers in the effective deployment and utilization of FinancialForce HCM. In doing so, we offer both implementation and managed application services. Our Implementation Services are designed to get you “up-n-running” fast with FinancialForce HCM and utilizing the system effectively. Our Managed Application Services ensure you are aware of and leveraging all the capabilities of the system, it is optimized to its full potential and aligned strategically with your workforce investment.

Additionally, our Managed Application Services provide your team with a dedicated HRMS resource to assist with configuring and optimizing the FinancialForce HCM system. This gives you the flexibility to outsource critical tasks required and frees up your valuable internal resources for other initiatives.

### Implementation Services

#### Project Management

PM Services consist of project scheduling, tracking milestones, developing test and contingency plans, managing resources, delivering actual to budget reports, and ensuring the successful completion of all project deliverables.

#### Core Team Orientation

Orientation services provide a foundation for the team to better understand the system capabilities of FinancialForce HCM.

#### Analysis & Planning

Our analysis or blueprinting session is designed to specifically identify the agreed upon software configuration.

#### System Configuration Services

The mapping or re-engineering of business processes that are configured with the toolset of FinancialForce HCM.

#### Data Conversion Services

This service collects the identified data elements from your existing system(s) and converts the data for use in FinancialForce HCM.

#### Core Team End User Training

Training is delivered to the core team using client data with the system configured just before “go-live”.

#### “Go-Live” Support & System Stabilization

Your Solution Consultant will provide support for the core project team as FinancialForce HCM is transitioned from staging to production.

#### Integration & Testing Services

This service is designed to understand the expectations for any inbound or outbound integration touch points.

### Managed Application Services

#### System Audits & Assessment

Assess your current FinancialForce HCM configuration and identify gaps and areas for improvement.

#### Process Review & Optimization

Ensure proper utilization of available functionality; identify and deploy necessary changes; configure future phase project requirements; complete any module implementations.

#### Implement New Features

Review, discuss, plan, configure, deploy, test and train your team on new features and system enhancements.

#### Personalized Training

Deliver end-user training as face-to-face or remote sessions in either modular or whole lesson format.

#### Report Writing/Dashboards

Analyze company requirements to identify gaps between standard reports and executive requirements.

#### Integration Support

Review and edit existing integrations or construct and generate data maps for one-time or continuous data uploads.

#### System Administration

Maintain system, perform field updates, content design, and other updates.

#### Advanced Workflow Configuration

Configure and deploy new or existing workflows with required business process logic and approval requirements.