



Established in 1928, GHD is a global employee owned professional services company with 10K+ employees across 200+ offices. GHD provides engineering, architecture, environmental, & construction services to private & public sector clients.

SITUATION

GHD was previously on disparate HCM systems across the globe at their 200+ locations (Including PeopleSoft for some countries). Vigilant Implemented:

- HCM Core
- Benefits
- Absence Management
- Recruitment
- Onboarding/Offboarding
- Workers' Compensation
- Talent Review & Succession
- Talent Management & Learning

WHY ORACLE & VIGILANT

Oracle HCM Cloud was chosen after evaluating Workday & SAP

- GHD liked Oracle's products modern nature (*End-to-end cloud solution*) & the unique features provided

Vigilant was chosen as global implementer for HRIS modules after evaluating Deloitte, PWC, & KPMG. GHD liked our:

- **Experience** - 20+ Years of service | 200+ Enterprise clients | 150+ Application Projects | 100% Referenceable clients
- **Flexible Nature** of dealing with clients & how we responded to GHD & Oracle's input
- **Fixed Price Proposal** with clear milestone-based payments, a RACI matrix, & clearly defined roles/responsibilities (*Our proposal was transparent & easy to understand*)
- **Commitment** - Despite the time differences, 24x7 working requirements, & a client requested change to the go-live schedule; we successfully implemented GHD's global HRIS system & continue to provide managed support services

CASE STUDY

IMPLEMENTATION INCLUDED BUILDING

- **Interfaces** - Legacy system integration (*Including single sign-on enablement*)
- **Conversions** - Convert/migrate historic employee data (*For each country*)
- **Training** - "Train the Trainer" sessions, end-user training, & development of internal global training tools
- **Testing** - Unit, Integration CRP-1, CRP-2, & UAT testing cycles (*For each country*)
- **Stabilization** - Vigilant is providing ongoing support through application managed support services

BENEFIT

We implemented a modern & integrated HRIS system across the global organization. Results include:

- 25% savings in HR Personnel costs
 - Employee & manager self-service reduced the workload of HR personnel
 - Continuous company growth now supported through the automation of approval processes
- Unified HR Business processes across the global organization (*Across all countries*)
 - Localized requirements were addressed through standard functionality of the software
- New features including mobile enablement & enhanced visibility to Executive Management on HCM related matters