



# HR Transformation Technology

Delivering Systems to Support the New HR Model

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HR Transformation Technology is a complete, business-orientated guide to the planning, design and delivery of HR information systems. It spells out the full scope of the applications required to support HR shared services, centres of excellence and business partner roles and goes on to set out the step-by-step process for managing the delivery of a major HR information system project, and ensure it remains on schedule and on budget.

HR Transformation Technology provides:

- An understanding of the role of IT in HR and the way in which it supports key elements such as the HR shared service centre and HR Business Partners;
- A clear picture of the features and benefits of the main types of HR IT application and an overview of what can commonly go wrong;
- The knowledge to build and communicate a definitive business case for the project;
- Details of the processes to be followed when defining what you need and selecting the partners who can deliver it.

The book also provides up to date, practical examples of what other major organizations have achieved along with an invaluable top ten list of dos and don'ts for the HR systems project manager. This book is indispensable for anyone with responsibility for delivering HR systems.

## Contents

Part One The Role of Technology in the HR Function: How the HR function has evolved; The evolution of HR technology. Part Two Core HR Technologies for the New Model: Technology in the HR Service Centre. Part Three Managing the Transition: Linking strategy and technology; Project definition and start-up; Project initiation and feasibility; Selecting the technology; Delivering HR technology. Part Four Building on Experience: Lessons learned; Case studies. Index.

## About the Author

Allan Boroughs is a partner at Orion Partners. He has managed major systems delivery programmes for a wide range of global, blue chip organizations and has worked extensively with all the major ERP vendors and their HR solutions.

Les Palmer is a senior director at Orion Partners. He is a seasoned HR Systems expert with over 25 years experience programme managing some of the largest HR systems projects in Europe. He has worked with a wide range of HR technology solutions for clients within the Financial Services, Consultancy and Public Sectors.

Ian Hunter is a partner at Orion Partners. He has held senior positions in leading international consultancies, including PWC, Accenture and AT Kearney, as well as executive HR management roles with British Petroleum and PepsiCo. Ian has led several global HR transformation programmes that were critically dependent on technology. Ian has worked extensively with Oracle, Peoplesoft and SAP applications as well as a number of tier 2 platforms such as Midland Trent and Arinso-Northgate.

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