



GLOBAL ENERGY GIANT ORGANISATION'S INTERNAL COMMUNICATIONS CASE STUDY

50+ countries went live with HR Time and Payroll

Data management improved with project-specific SharePoint site

Various phases of the project were successfully implemented wave-wise from January 2022 till mid-2023

OBJECTIVE

To provide a smooth transition via effective internal communication and training in the migration process from the previous mother organisation's HRGT and local HR systems to the newly separated global Energy giant organisation's HiNext (Workday), Payroll and HR Time setup.



SOLUTIONS

HiNext (Workday) solution is the single source of global master data. Managed Payroll Services enable a more global approach to payroll processes with a stronger support model and a more unified, modern pay experience for employees. And HR Time allows simplification, easy attendance, and absence hour reporting with real-time access to information anytime, anywhere. Since the project had distinct program verticals, it was only fair to arrange and upload all the available and future data on a platform that would be easily accessible and user-friendly.

AT A GLANCE

CHALLENGES

- Unarranged data
- Absence of a knowledge management platform
- Absence of an overview for all upcoming important events making it difficult to plan and organize trainings and related communications

First, since the communication and training were for internal employees only, a project-specific communications SharePoint site was designed to store all the available training and communication data. The site needed to be ready to be future ready to handle all upcoming data. **Second**, month-wise activity and content calendars were prepared to identify all the upcoming training and communication plans for the HRs and employees. **Third**, templates were prepared to send out training invites and communication emails. **Finally**, all these solutions were applied in real-time by HRs and employees for successful go-lives of the various phases of the said project.

BENEFITS

DATA MANAGEMENT & ACCURACY

All the data were arranged in the correct order under different categories in the source folders for quick access and a better understanding of the users. Repeated and misinterpreted data were removed. This also increased data accuracy.

UPGRADED PROJECT-SPECIFIC SHAREPOINT SITE WITH ENHANCED EMPLOYEE ENGAGEMENT

Management of data (available and upcoming) became more efficient and effective with the new SharePoint site that was redesigned from a completely new perspective making it more user-friendly and easier to navigate to access various data and training materials leading to increased employee engagement.



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ABOUT US

A Switzerland based HR Technology services organisation focusing on supporting clients in their HR technology and payroll transformation journeys.

<https://www.1phi618.com/>

MONTHLY ACTIVITY CALENDARS

Month-wise activity calendars were developed that gave a clearer overview of the upcoming events and campaigns based on which various training and knowledge sessions were planned and executed.

Thank You for considering our case study on the successful upgrade to internal communications for a global energy organisation. We hope you found it insightful and informative!

AT A GLANCE

BENEFITS

- Efficient data management with increased data accuracy
- Upgraded project-specific communications SharePoint site (intranet) with better employee engagement.
- Monthwise customised activity calendars.



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The logo for 1phi618, featuring a stylized Greek letter phi (φ) in blue above the text '1phi618' in orange and blue.

