

THE Y NSW SUCCESSFACTORS JOURNEY - LESSONS POST LAUNCH

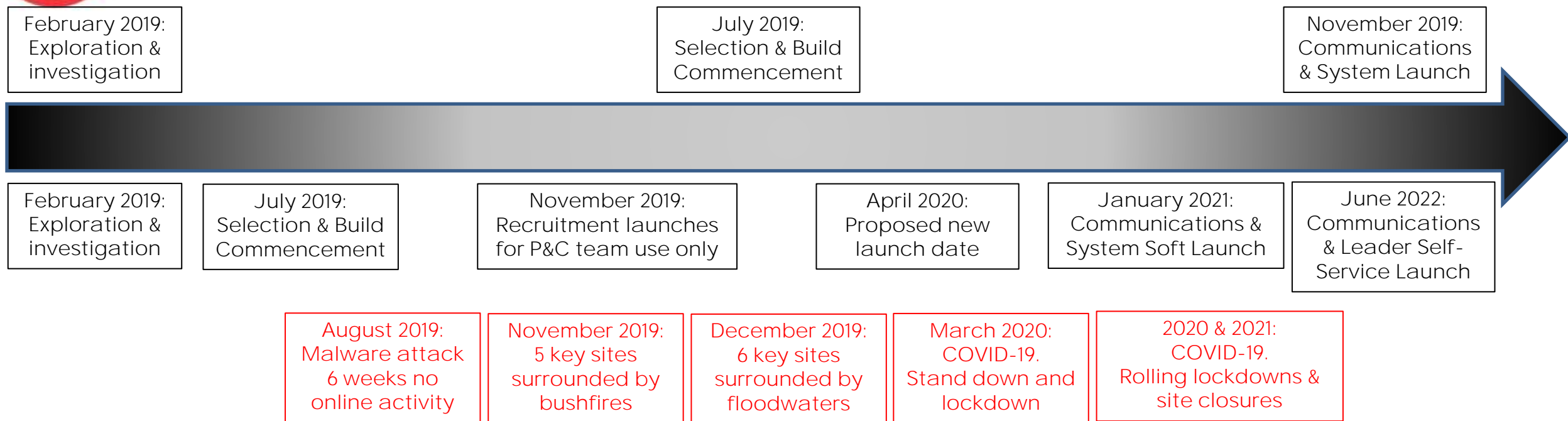
Pen Beecham
L&D Specialist, the Y NSW



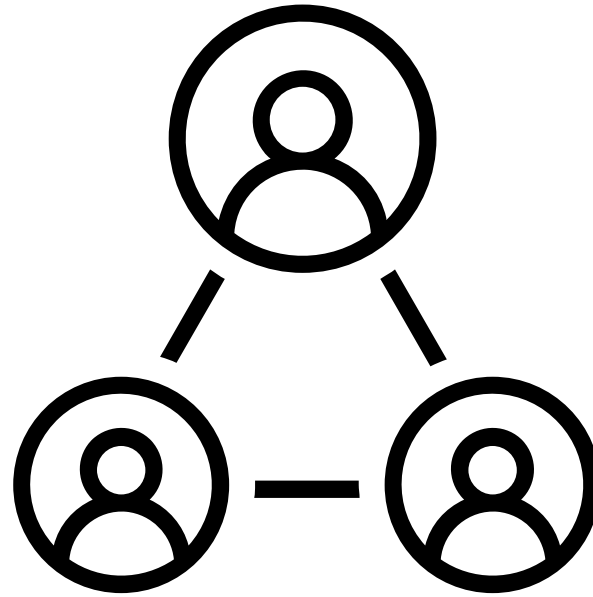
- Team members have access to personal and work information
- Team members can update personal information
- Organisation chart is visible and accurate
- Data from Recruitment onwards flows to payroll
- Managers/leaders have clear visibility of their teams
- Managers/leaders can make job and compensation changes for their team

- Online learning accessible outside of the Y networked computers
- Improved recording of Essential Qualifications from 54%
- Accessible reporting of organisational data
- One source of truth for employment data
- In system approvals for employment changes
- Team members and managers empowered and supported

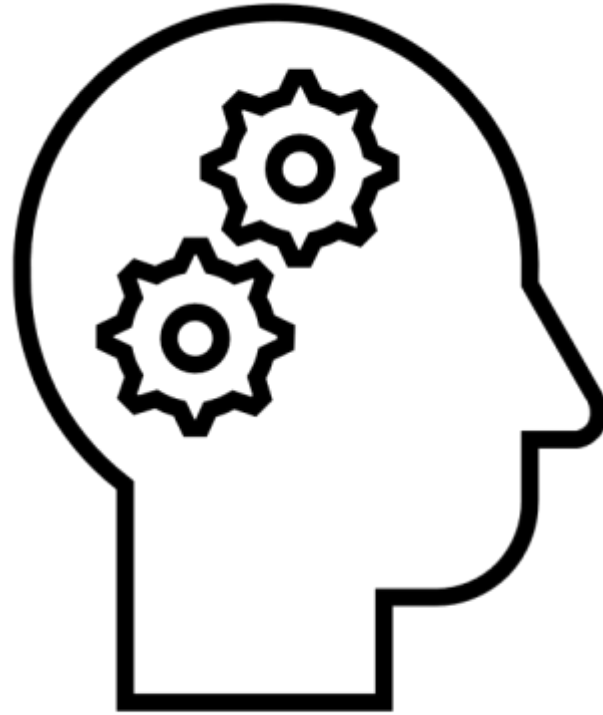
Objectives



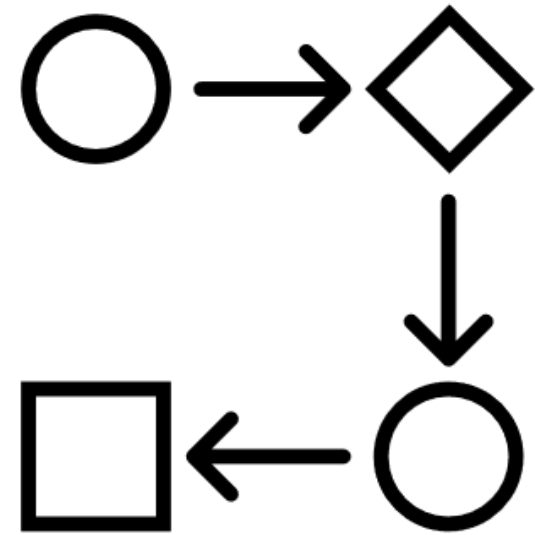
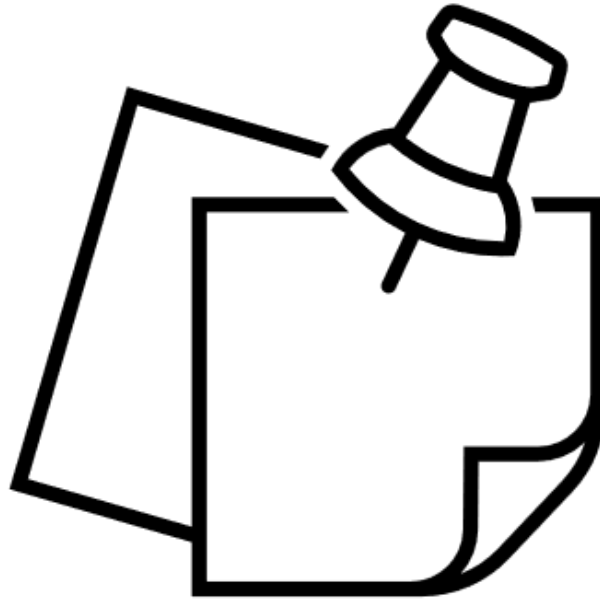
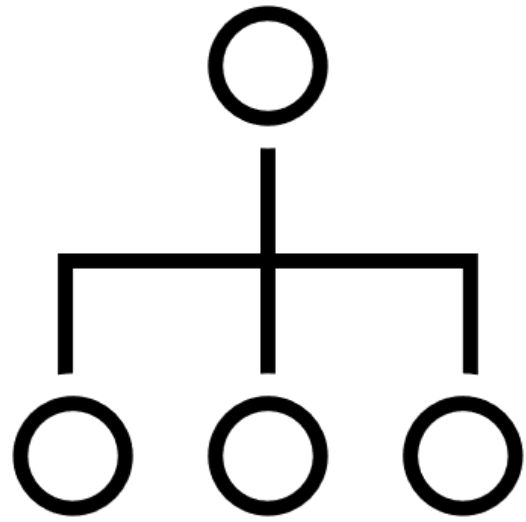
Timelines (Expectation versus Reality)



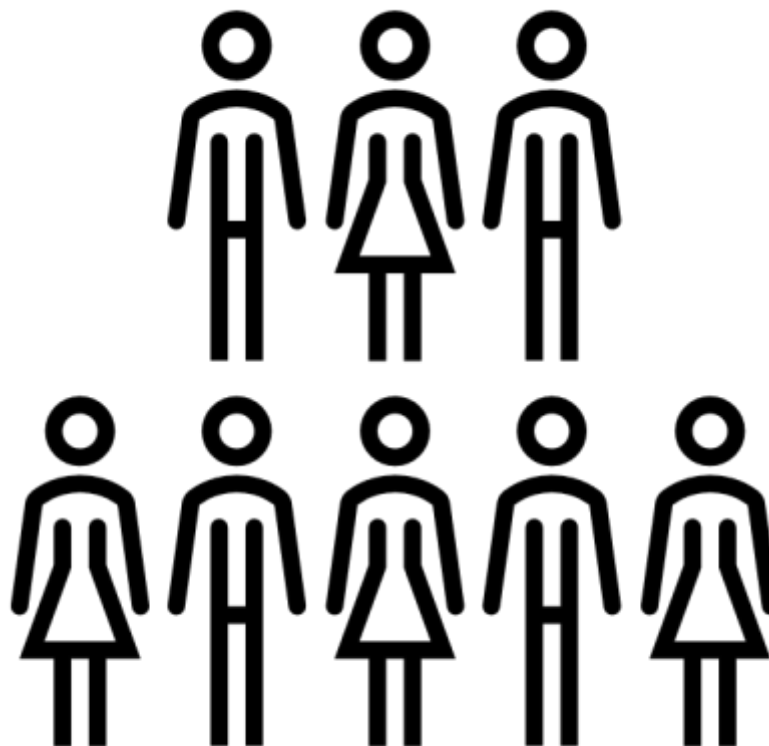
The project team



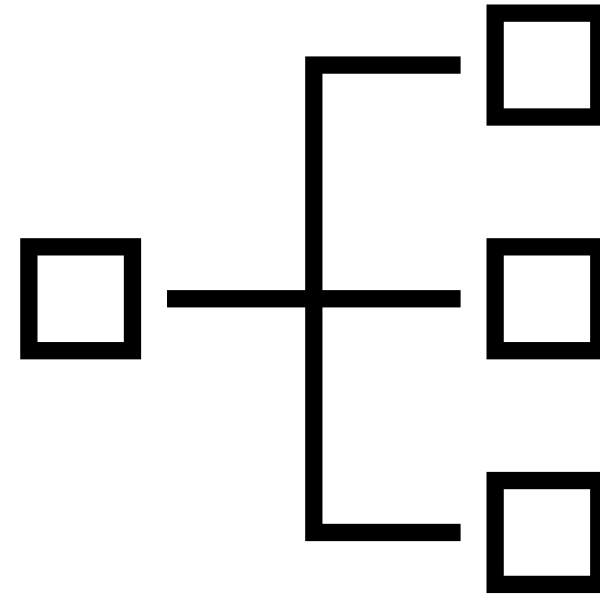
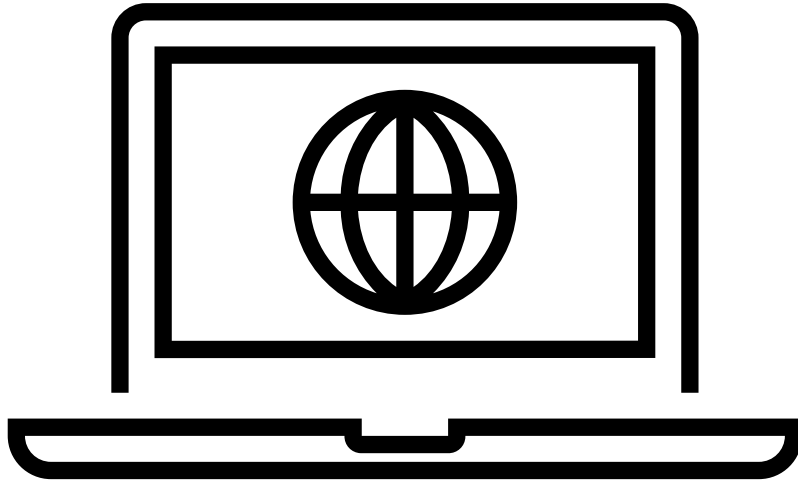
Add a superuser



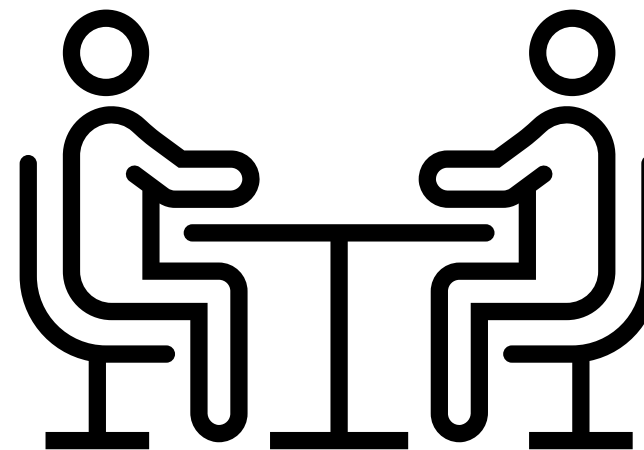
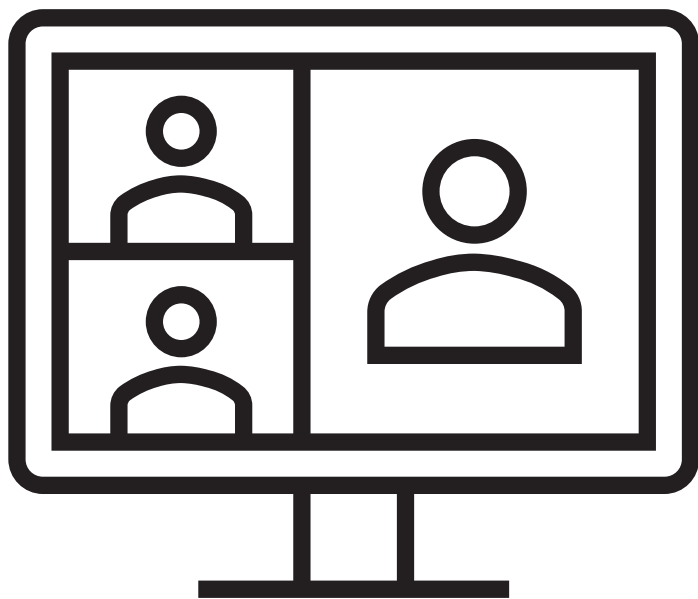
Know what you need



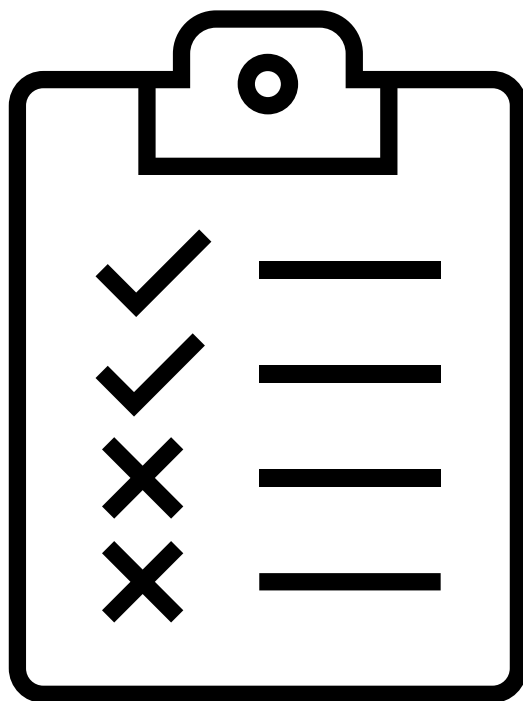
Use your frontline



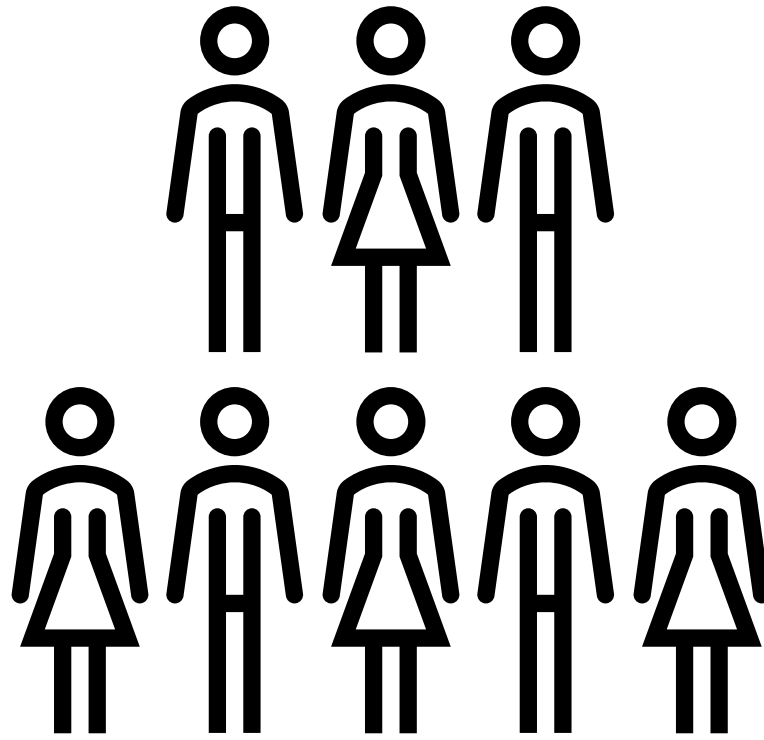
Box or bespoke?



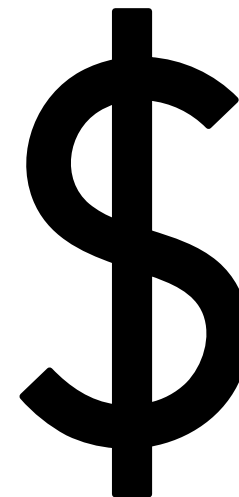
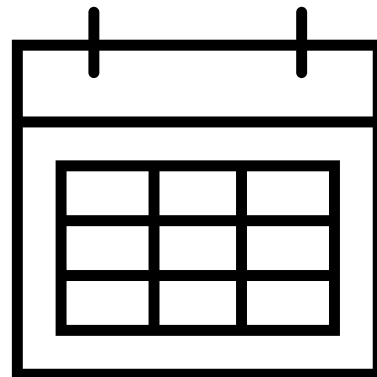
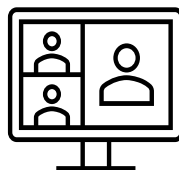
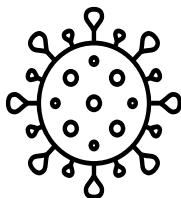
Meet regularly



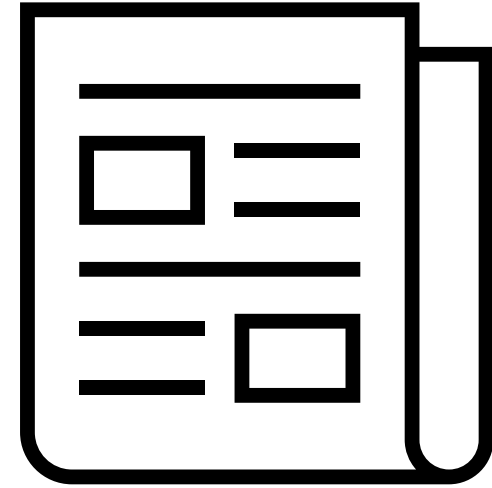
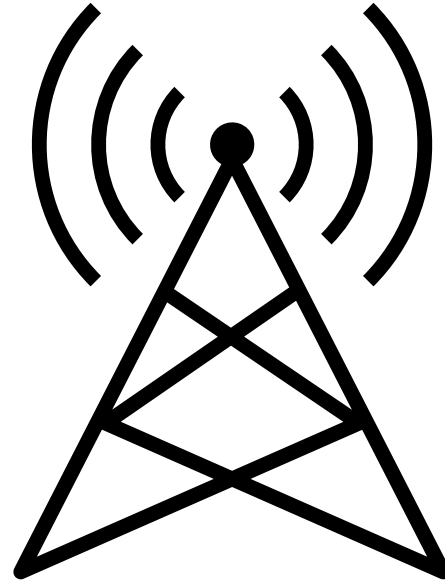
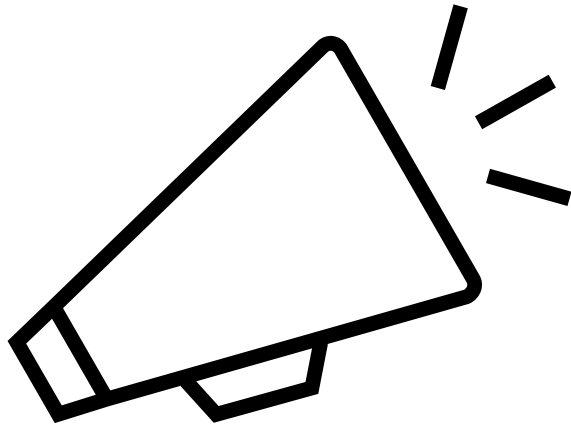
Test. Test. Test...



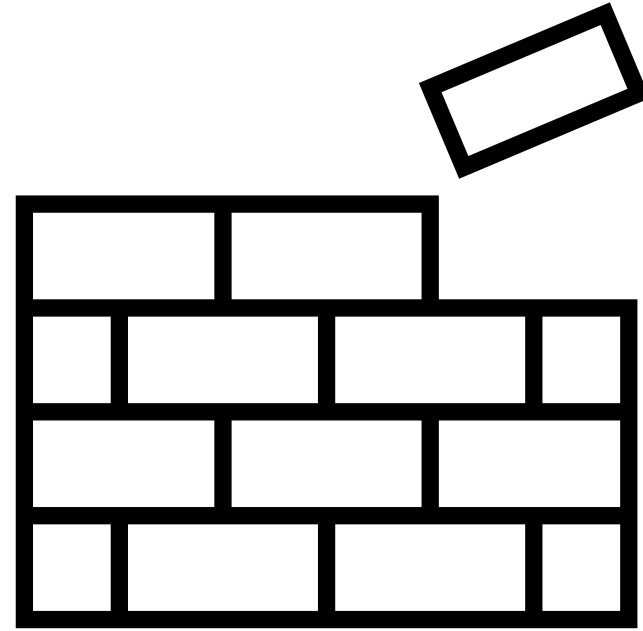
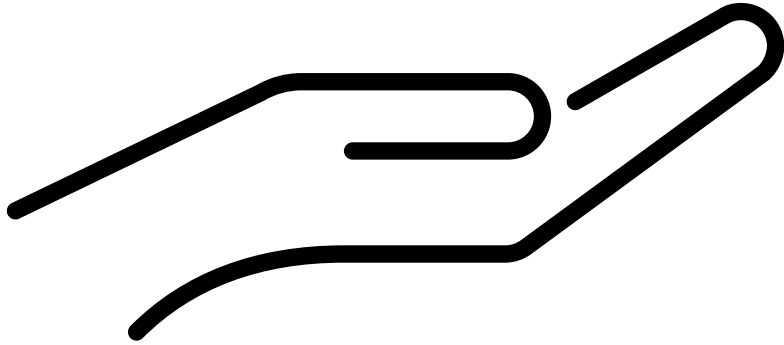
Bring back your frontline



Expect the unexpected



Communication & change management strategy



Support the change

Online Resource page
available for Team
members and managers
to support activity
completion in our HRIS

myY Resource Hub

Team Members Page

- 5 sections/15 topics
- 10 Quick Reference Guides
- 5 videos
- Approximately 90 images
- 15 direct links to forms, webpages or email
- 12 topics with short instructions for simple activities within the section

Managers Page

- 6 sections/27 topics
- 49 quick reference guides
- 54 videos
- Over 400 images
- 103 direct links to forms, support documents or webpages
- 20 Support documents including overviews and explanations
- 10 topics with information provided within the section

**2500
views in
30 days**

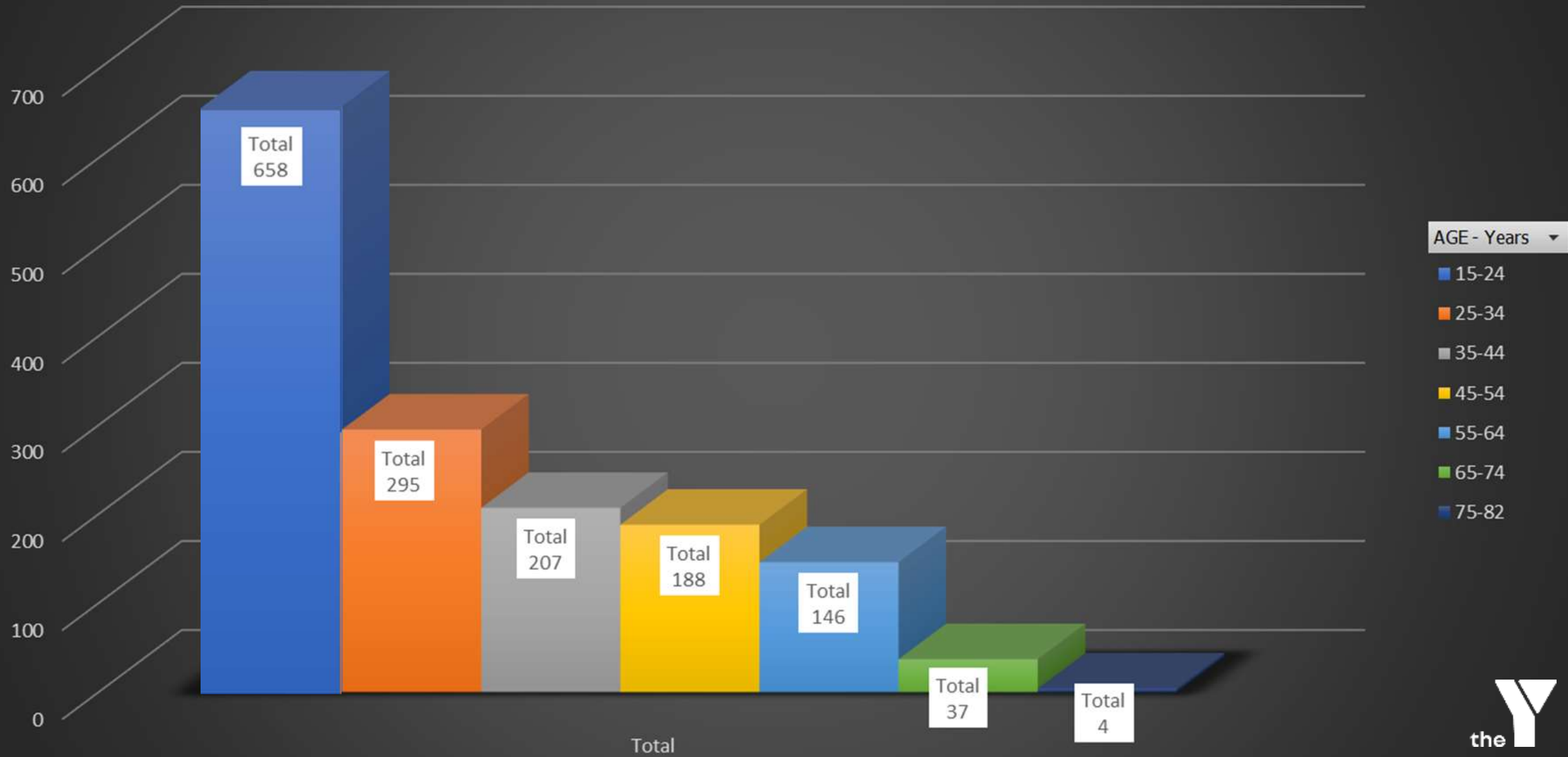
myY Resource Hub - the stats

- ✓ • Team members have access to personal and work information?
- ✓ • Team members can update personal information?
- ✓ • Organisation chart is visible and accurate?
- ✓ • Data from Recruitment onwards flows to payroll?
- ✓ • Managers/leaders have clear visibility of their teams?
- ✓ • Managers/leaders can make job and compensation changes for their team?

- ✓ • Online learning accessible outside of the Y networked computers?
- 91% ✓ • Improved recording of Essential Qualifications from 54%?
- ✓ • Accessible reporting of organisational data?
- ✓ • One source of truth for employment data?
- ✓ • In system approvals for employment changes?
- ✓ • Team members and managers empowered and supported?

Achieve objective?

Count of AGE - Years



Count of AGE - Years

600

500

400

300

200

100

0

Camp

Children Services

Community Services

Recreation

Support Services

AGE - Years ▾

15-24

25-34

35-44

45-54

55-64

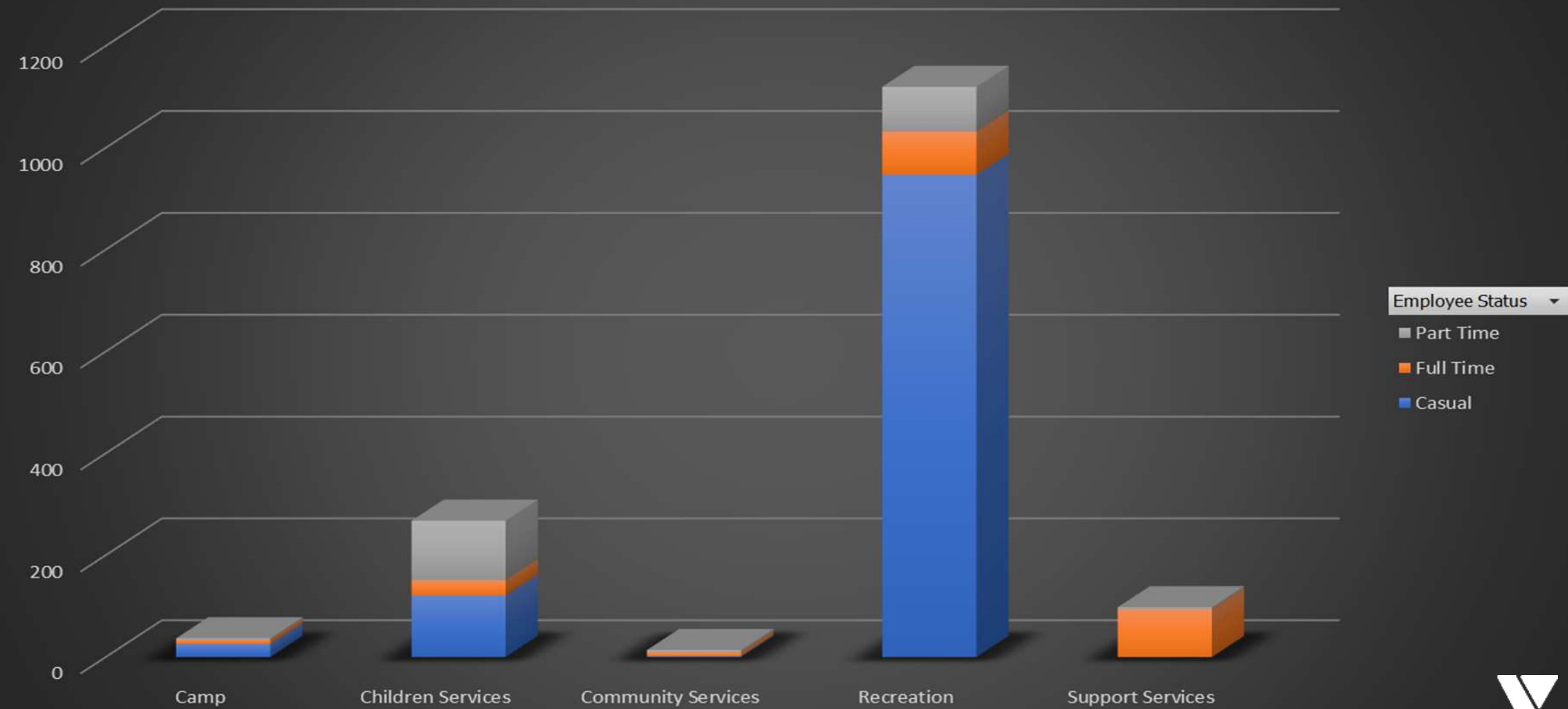
65-74

75-82

Division Name ▾



Count of Employee Status



Division Name ▼

- Gather the experts
- Add a superuser
- Know what you need
- Use your frontline
- Box or bespoke
- Meet regularly
- **Test. Test. Test...**

- Expect the unexpected
- Bring back your frontline
- Communication and change management strategy
- Support the change
- Create support and education materials

Our HRIS project learnings

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