



Elizabeth Glaser Pediatric AIDS Foundation

HCM & Compensation Planning
Demonstration

August 31, 2022

UNIT4

Agenda

Introductions & HCM Overview

Elizabeth Ferrara

HCM & Talent Management

Lauren Palmer

Compensation Planning

Mike Bryant

Next Steps



Elizabeth Ferrara

Nonprofit Account Executive

- Augusta, GA
- 7+ Years in NGO Tech
- Board Member & Fundraising Chair for Westobou
- Love to Fish, Cook and Garden
- Anti Oxford Comma
- Owner of two VERY silly dogs

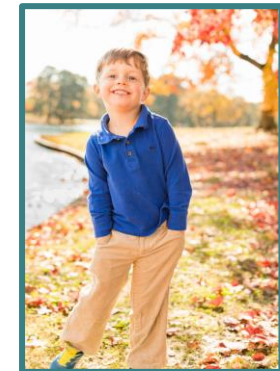


Lauren Palmer



Senior Solution Consultant

- 15 years in SaaS sales, implementation, and support; 13 years in Payroll/HR, specifically
- Most likely to spot a typo
- Married With Children and Full House
- If I'm not reading, I can be found cooking, running, or (trying to) nap



Mike Bryant



Sales Director – North America

- **FigureHR** (Head of Sales & Partnerships)
- **PayScale/MarketPay** (Co-founder / VP of Sales & Marketing)
- **Buck Consultants** (Compensation Consultant)
- Enjoys traveling, basketball, tennis and spending time with family
- An entrepreneur at heart – started several businesses and mentored/invested in several others
- M.A. Human Resources from the University of Minnesota



CHROs are Under Pressure



#1

priority for CHROs in 2022
Is building critical skills and competencies for the organization.

[Gartner](#) ¹

64%

of CHROs are prioritizing employee experience more now than before the coronavirus outbreak

86%

Surveyed employees feel they are underpaid

88%

of Chief HR officers say they need to invest more in technology

[Gartner](#) ²

1. Gartner – top 5 priorities for HR leaders in 2022 2. HR's Role in Leading Digitalization.
3. Gartner Inc survey 2020 4. Gartner, The Future of Rewards Communication: Closing the Expectation Gap and Salary.com, Annual Pay Practices Survey.

Your HR Goals & Obstacles



Be Consistent & Accurate

- Your current HR solution suite is comprised of a myriad of systems with varying degrees of integration
- Not only are systems segmented, but their use from country to country can differ greatly
- Because not all locations use one tool as their one source of truth, information is often outdated or incorrect
- This inconsistency leads to additional problems when trying to work through key HR activities (i.e., compensation planning, performance management, etc.)
- Current systems have also led to core functions being managed manually or in a decentralized location (i.e., new hire/exit forms, communications/notifications, document storage)

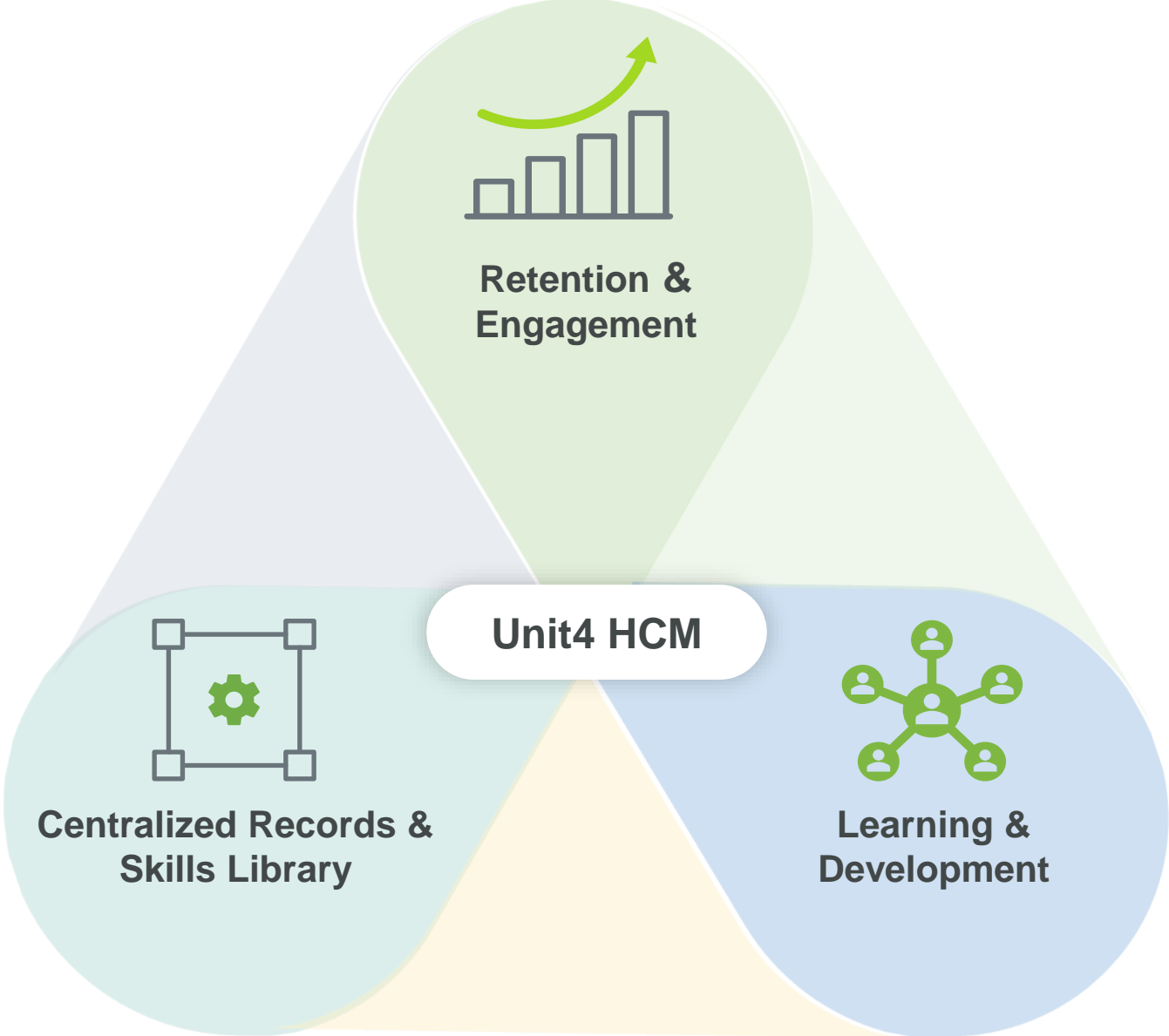
Retain & Engage

- There is a need for more flexibility in how teams manage performance, but current systems are not set up to handle more modern approaches like quarterly reviews
- Adopting available compensation management functions has been difficult due to inaccurate data
- Capturing retention and engagement metrics/information has been difficult and only happens annually. The team would like to deploy more frequent and targeted surveys, but this is not currently possible

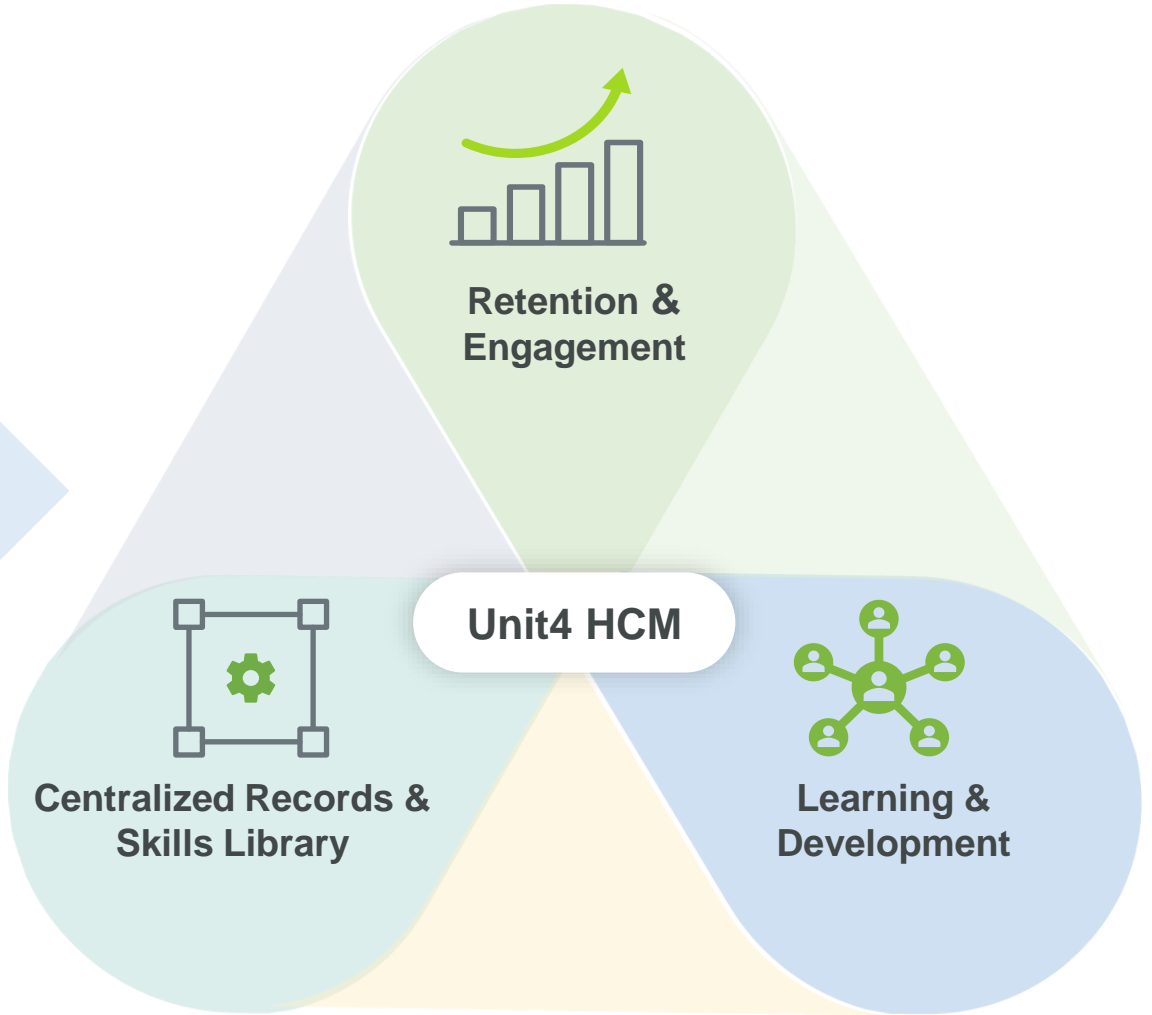
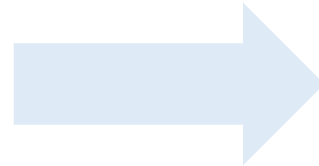
Develop & Deploy

- Your current LMS system offers basic functionality for course registration but does not offer learning tracks or personal development opportunities and is not connected to WFN
- The need to track employee certifications and skills has grown, but this information is currently only managed in an Excel file that is not easily accessed by teams staffing a project

HCM at Unit4



ERPx + HCM



Single Source of Truth

Your HR Outcomes



Gain a Single Source of Truth

The Unit4 HCM Suite provides one streamlined solution with a single shared version of the truth for HR, payroll and finance. All the data is safely centralized and makes it easier for you to make strategic decisions.

- ✓ Integrate HR into your ERPx landscape
- ✓ People-centric forecasting and analytics



Retain & Engage Your Team

The Unit4 HCM Suite delivers modern talent management functionality for your entire employee lifecycle – from hire to retire.

- ✓ Simplify data on skills, engagement, performance and flight risk
- ✓ Enable growth through constructive and continuous feedback
- ✓ Plan, allocate and communicate pay decisions



Develop & Deploy Talent

The Unit4 HCM Suite simplifies onboarding, training and compliance with an interconnected LMS, certification and skill management system.

- ✓ Training and talent development
- ✓ Skills-based project staffing

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HCM

Functional Overview
Self Service

Talent Management

Engagement
Performance
Learning



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Compensation Cycle



Compensation Pain Points



- Multiple inputs to Compensation Planning -- data is all over the place
- Compensation Planning/Performance Management faster, more complex in the hybrid working environment
- Parts of compensation process still a manual and/or paper process, prone to manual input errors
- Core HR data not available/accurate or consistent around the globe
- Security issues with emailing sensitive information
- Hard to implement Comp Strategy utilizing spreadsheets only

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Thank you!

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