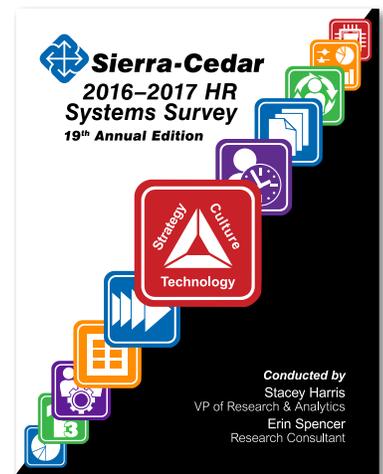**Sierra-Cedar**
Thought Leadership

Preparing for your HR Systems Strategy

Today's Senior Executives are depending on their HR and IT leaders to provide answers to their top workforce challenges. These questions keep executives up at night, and yet only a third of respondents to the annual Sierra-Cedar HR Systems Survey stated that they had an updated enterprise HR systems strategy:

- How can HR technology increase our organization's competitive advantage?
- Can we optimize our HR technology to efficiently manage our complex workforce?
- Should we stay the course on our current HR Technology or explore Cloud alternatives?
- Are we realizing the expected value from our current technology investment?
- How can we improve our cost/benefits associated with HR technology?
- If we increase employee engagement, can we transform our company brand?
- How can we get actionable HR data in the hands of managers and leaders?

The first step for most organizations preparing to develop an HR systems strategy is conducting an internal analysis of the current state of their HR systems environment, along with an external analysis of how that compares to industry standards. According to the *Sierra-Cedar 2016–2017 HR Systems Survey White Paper,* HR and IT organizations that invested in an annual analysis of their technology strategies were twice as likely to be viewed as having contributed strategic value to their organizations.

Sierra-Cedar conducts the longest running, most widely distributed, and most highly participative research effort in the HR industry, annually tracking the adoption, deployment approaches, and value achieved from HR technologies. Although the research is freely shared with the HR industry, some organizations find that a more tailored and detailed benchmarking effort using our data is the ideal first step in the development of their HR systems strategy. Our research and benchmarking activities are based on a broad view of the HCM application market—our Sierra-Cedar Human Capital Management Application Blueprint outlines the various applications that organizations adopt over time, as well as the key integration and access points.

Sierra-Cedar
2016–2017 HR
Systems Survey
19th Annual Edition

Strategy · Culture
Technology

Conducted by
Stacey Harris
VP of Research & Analytics
Erin Spencer
Research Consultant

Sierra-Cedar HCM Application Blueprint Benchmarking Engagement

A tailored Sierra-Cedar Benchmarking report provides a comparative analysis of your organization's current HCM systems environment and technology adoption plans, along with a data-driven roadmap for a future HCM enterprise strategy. These engagements include the following deliverables:

- Actionable business case data from our proprietary database—the HR industry's broadest, largest, and most respected Human Capital Management Systems research
- An assessment of your HCM systems environment in comparison to quantified organizations/top performers, as well as five selected cohort groups (organizations of similar size, industries, business goals, or technology infrastructure)
- Strategic insights provided by senior level research and strategic services resources

Our Benchmarking results leverage the **Sierra-Cedar Human Capital Management Application Blueprint** as a framework for your analyses. Sierra-Cedar provides comparisons on current/future HR initiatives, application portfolio dashboards (Administrative, Service Delivery, Workforce Management, Talent Management, Business Intelligence foundations, and Workforce Optimization applications), HR/HRIS staffing, and pointed areas of expenditure data.
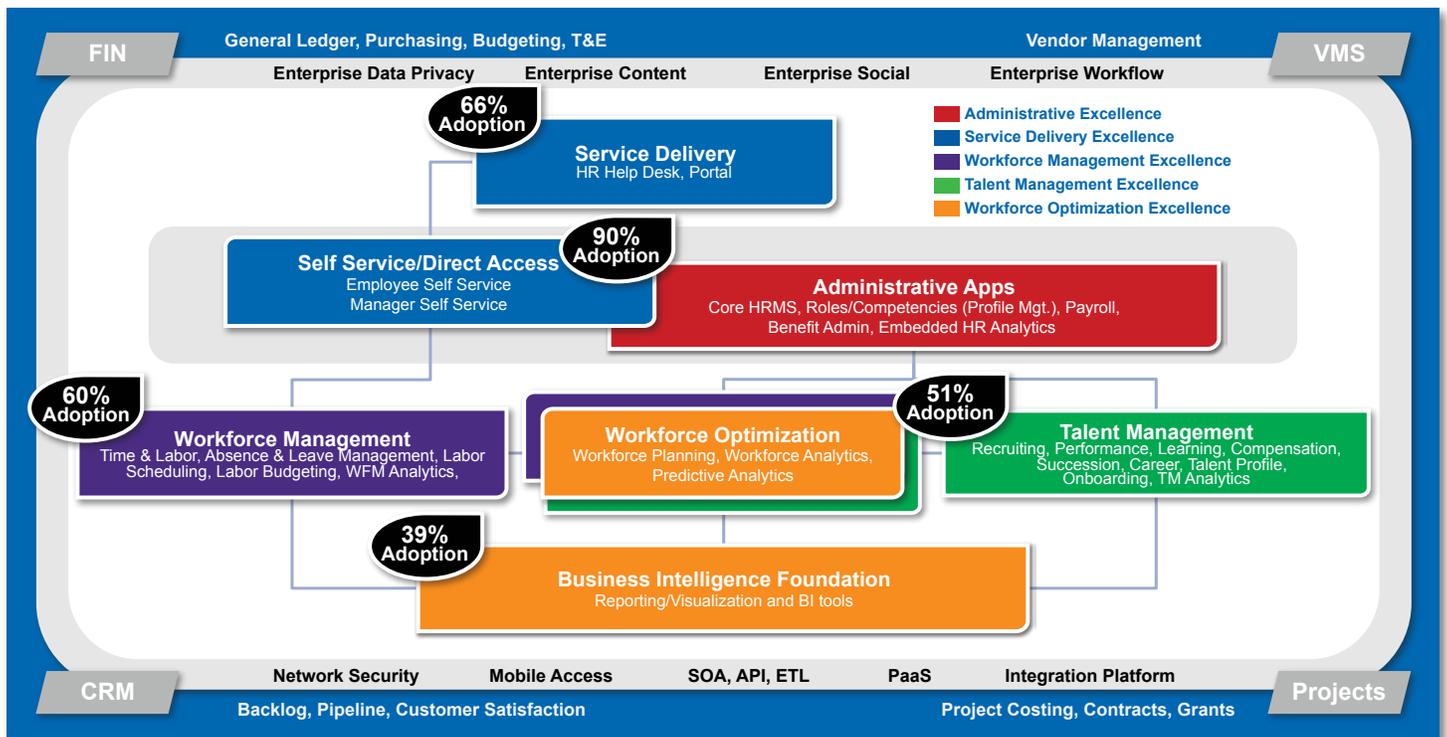
As one of its final deliverables, Sierra-Cedar conducts a workshop with key members of your organization. The interactive workshop starts with an educational session on the state of the HR Systems industry. We then present our benchmark data to compare and discuss your organization's opportunities, directions, and strategies. The workshop reviews all findings and selects the most important findings for the executive briefing. The workshop prepares your team to use this information to educate their teams, inform senior management, drive relevant conversations, and help your organization identify actionable next steps. The average benchmarking effort is completed in six to 10 weeks, depending on your organization's availability.

For further information on the Sierra-Cedar HR Systems research or our benchmarking capabilities, please contact us at HRSystemsSurvey@Sierra-Cedar.com.