

Field	Details
Business Case Title	HR Process Optimization at Synergy Enterprises
Submitted To	Global Board of Directors
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To the Attention of	Global Board Members
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Executive Summary

Synergy Enterprises current **fragmented HR Technology Landscape** is a significant operational and strategic liability. With each region running disparate HR systems from legacy payroll tools to spreadsheets for performance management, we lack a **single, unified view of our global workforce**. This “fragmented system” creates duplicated data, slows down HR processes, and prevents us from generating the **global insights** needed to plan talent, ensure adherence, and build a consistent employee experience.

The result is **inefficient operations**, Heightened regulatory exposure, higher IT costs, and a disjointed employee journey that undermines our ability to project a **Cohesive Global Brand**.

We recommend the deployment of a centralized, cloud-based Human Resource Information System (HRIS) to unify all HR functions, Recruitment, Onboarding, Payroll, Performance management, and Regulatory adherence into one global Platform.

This solution will streamline operations, reduce errors ensure regulatory conformity across jurisdictions, and deliver a consistent experience to our 75,000+ employees worldwide.

This Project is directly aligned with our corporate objective to **build a consistent and strong global brand image**. The new HRIS will deliver measurable results:

- **25% increase in operational efficiency,**
- **\$5 million in annual savings within three years, and**
- **15% boost in employee satisfaction** through a standardized, seamless experience.

Financial Analysis (Cost–Benefit Review)



Option	Estimated Costs	Key Benefits	Net Value
1. Status Quo (Do Nothing)	Minimal (ongoing IT support \$8–10M annually)	No disruption in short term.	Negative: Costs persist; inefficiencies, fines, and attrition outweigh savings.
2. Partial Integration	\$25–30M (integration tools, consulting, training)	Faster fixes for data flow, modest efficiency gains, lower short-term disruption.	Moderate Positive: 10–12% efficiency gain, \$15M savings, but fragile long-term.
3. Global Cloud-Based HRIS	\$75–100M over 3 years (licensing, migration, training, change management)	Unified workforce data, 25% efficiency gain, \$5M annual savings after 3 years, 15% higher employee satisfaction.	High Positive (Long-Term): Major efficiency and savings, but requires large upfront capital.

Proposed Solution / Review of Options

To address the operational and strategic failures caused by Synergy Enterprises’ fragmented HR systems, we have evaluated three distinct approaches:

Option	Description	Impact
1. Status Quo (Do Nothing)	Maintain existing fragmented regional HR systems.	Persistent inefficiencies, rising IT costs, regulatory exposure, and further damage to brand.
2. Partial Integration	Connect current HR tools via middleware and custom interfaces.	Short-term relief; high complexity, fragile integrations, limited scalability, and high costs.
3. Global Cloud-Based HRIS (Preferred)	Deploy a unified Human Capital Management platform covering Recruitment, Onboarding, Payroll, Performance, and Regulatory Adherence.	One global workforce view, Automation, Consistent employee experience, Reduced costs, and Improved compliance.

Recommendations

To address Synergy Enterprises most urgent HR challenges while maintaining financial discipline, and in line with KPMG's feasibility study projecting recovery within five years, we recommend a phased approach.

Year 0–5 (Interim Phase):

- Implement **Aggregation of Existing Applications**
- Minimal upfront cost, rapid deployment
- Immediate relief for HR inefficiencies
- Supports compliance and operational stability during financial recovery

Year 5+ (Long-Term Phase):

- Transition to **Full-Scale Global Cloud HRIS**
- Unified workforce view, automation, advanced analytics
- Significant efficiency gains, cost savings, and stronger global employer brand



Implementation Plan – Aggregation of Disparate Applications

The implementation will follow a four-phase plan spanning (9) nine months, outlined below.

Phase	Timeline	What Happens	Outcome
1. Assessment & Planning	Months 1–2	Review all existing HR tools, identify overlaps, and decide which systems to connect.	Clear map of systems and integration priorities.
2. Design & Configuration	Months 3–4	Set up how the systems will “talk” to each other, organize employee data, and create common formats.	A working design that connects systems smoothly.
3. Pilot & Testing	Months 5–6	Try the new setup in one region or department, check for errors, and gather staff feedback.	Issues fixed early, proof that the system works.
4. Full Rollout & Stabilization	Months 7–9	Apply the setup across all regions, train HR teams, and monitor performance.	Company-wide system in place and working reliably.

Implementation Risk and Mitigation

Implementation Risk and Mitigation
Some risk has been identified for the implementation of the project. They are highlighted;

Risk	What Could Happen	Mitigation (How We Handle It)
Change Resistance	Employees may resist switching from familiar tools to the new integrated setup.	Early communication, training sessions, and visible leadership support.
Data Migration Errors	Some employee data may be lost, duplicated, or mismatched during integration.	Careful data cleaning, pilot testing, and validation before rollout.
System Downtime	Integration work could cause disruptions in HR services during transition.	Phased rollout with fallback options to ensure continuity.
Cost Overruns	Expenses may exceed budget due to unexpected complexity.	Strict project governance, regular budget reviews, vendor accountability.
Security & Compliance Risks	Mishandling of sensitive workforce data could result in privacy breaches, regulatory fines, and reputational damage.	Conduct a security and compliance audit at each project phase; enforce data access controls, encryption standards, and adherence to regulations such as GDPR and local labor laws.



Conclusion

Given the serious operational risks and financial pressures, we request immediate approval to proceed with the **Aggregation of Existing Applications**. This phased, fiscally disciplined strategy offers a timely solution to today's HR challenges while safeguarding Synergy Enterprises' financial stability.

Approval will authorize the project team to begin with **Phase 1: Assessment & Planning**, with overall completion expected within (9) nine months. This initiative will deliver meaningful efficiency gains.



Thank you
