

BUSINESS CASE

TEMPLATE FOR SYNERGY

ENTERPRISE

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SUBMITTED TO	Synergy Enterprise
TO THE ATTENTION OF	Global Board of Directors

Business Case: Global HR Technology Transformation Initiative

1. Executive Summary

Synergy Enterprises' fragmented HR systems create inefficiencies, compliance risks, and inconsistent employee experiences. To align with its strategic goal of building a strong global brand and enhancing employee engagement, we propose the implementation of a unified cloud-based Human Capital Management (HCM) system. This transformation will deliver standardized HR processes, global data visibility, improved compliance, and operational efficiency across all regions.

2. Business Problem

The current fragmented HR landscape leads to the following key issues:

- Redundant and inconsistent employee data.
- Inefficient manual HR processes.
- Lack of global workforce insights.
- Inconsistent employee experience.
- High IT maintenance costs and compliance risks.

3. Strategic Alignment

This initiative supports Synergy's corporate goals of operational excellence, digital transformation, and global brand consistency. It strengthens the company's ability to attract, develop, and retain top talent globally.

4. Proposed Solution

Implement a cloud-based global Human Capital Management (HCM) platform (e.g., Workday, SAP SuccessFactors, or Oracle HCM Cloud) that integrates all HR processes and systems across regions. The platform will enable a single source of truth for employee data, automated HR workflows, and standardized reporting globally.

5. Scope of the Project

The project scope includes:

- Core HR data management
- Recruitment and onboarding
- Payroll and benefits administration
- Performance management and learning
- HR analytics and reporting
- Employee and manager self-service portals

6. Key Benefits

- Streamlined HR operations through automation and standardization.
- 20–30% IT cost reduction by consolidating systems.
- Enhanced workforce analytics and data-driven decisions.
- Consistent and engaging employee experience globally.
- Strengthened compliance with global labor and data privacy laws.

7. Costs and Investment

Estimated investment: \$25–35 million (software licensing, implementation, change management, training, and data migration) over three years.

8. Risks and Mitigation

- Change Resistance: Mitigate through robust global change management, training, and communication.
- Data Migration Complexity: Engage expert data teams and validate data integrity.
- Compliance Challenges: Use vendor with robust global compliance capabilities.

9. Implementation Timeline

- Phase 1 (0–6 months): Requirements gathering, vendor selection, and pilot deployment.
- Phase 2 (6–18 months): Global rollout by region.
- Phase 3 (18–24 months): Stabilization and optimization.

10. ROI and Value Realization

Expected payback within 3–4 years through cost savings, operational efficiency, and improved employee productivity.

11. Governance & Ownership

Executive Sponsor: Global CHRO

Steering Committee: HR, IT, Finance, and Regional Business Heads

Project Team: Global HR Transformation Office

12. Recommended SDLC Methodology

Agile methodology is recommended due to the global scale and complexity of the project.

Agile supports iterative, modular rollouts, allowing early delivery of value, regional adaptability, and continuous stakeholder engagement.

Benefits of Agile for this project:

- Enables phased regional deployment with early feedback.
- Accommodates evolving HR and compliance needs.
- Enhances collaboration across global teams.
- Reduces risk through incremental delivery and testing.