



PART OF OUR HR CONNECTED SERIES

The Commercially Connected Business

How the right solutions make HR
and payroll more financially efficient

IRIS. Look forward



SECTION ONE

Get commercially connected: drive better performance

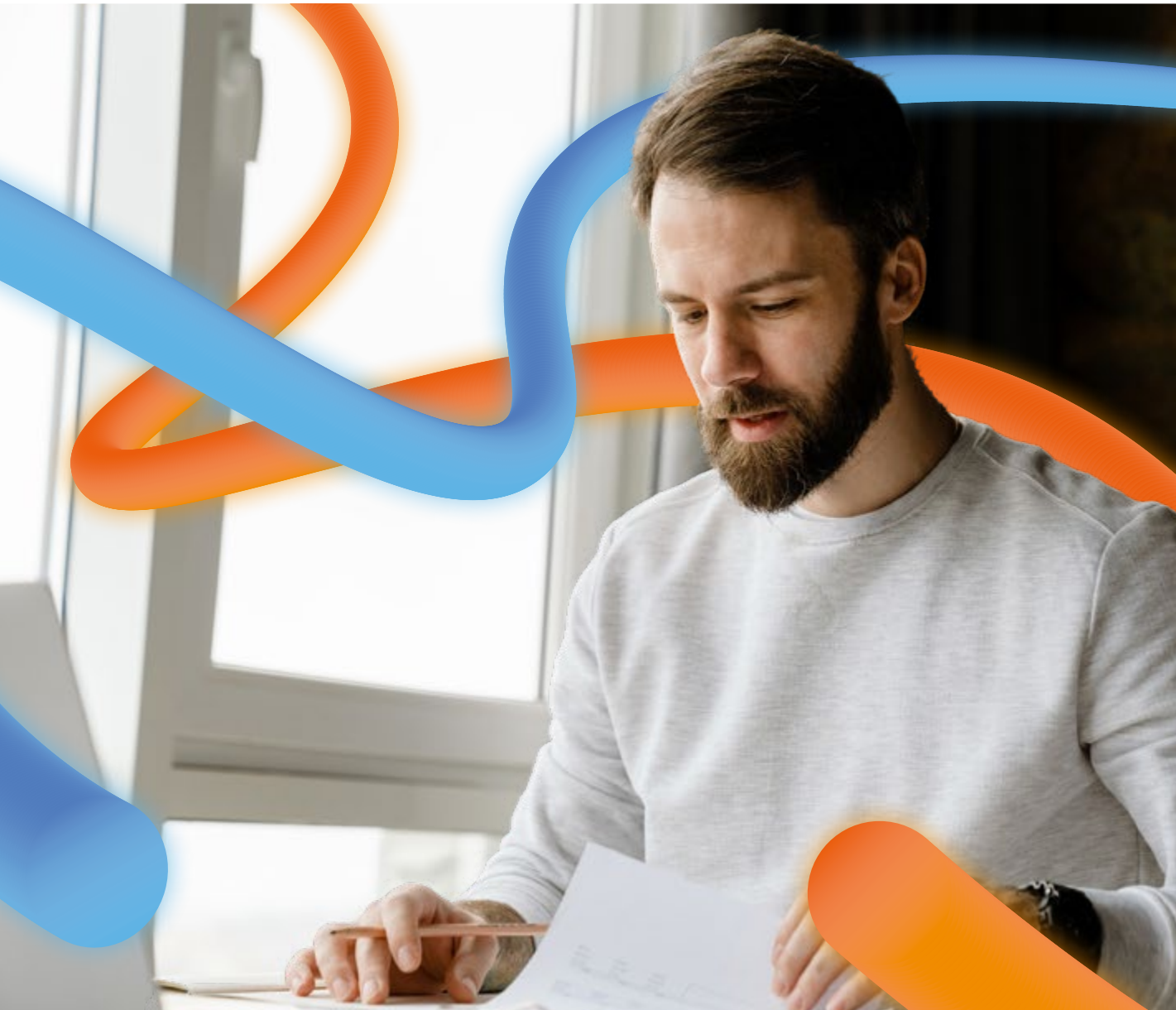
What is commercial connection?

Here's what commercial connection boils down to: HR and payroll not relying on manual and legacy systems – which can slow things down – and avoiding being chained to paperwork or admin.

The demands on HR teams are constantly shifting. Every year the workplace evolves, requiring something new of HR and the systems they use. Commercial connection ensures they have the tools to adapt.

When commercial connection is lacking, it can be hard for HR departments to show how spending aligns with business goals, while the pressure to streamline or optimise costs remains constant.





Demonstrating ROI

To keep up with ever-evolving demands, HR and payroll need to be able to justify technology spend. And to do this, they should focus on long-term ROI and real cost reduction.

But justifying spend on software is often challenging for HR teams. Leadership can fail to recognise the value new or updated tools can bring, while convincing reluctant finance teams in a large organisation is notoriously tricky.

Ultimately, new technology needs to demonstrate HR are able to do their job better: a high performing team is your ROI. And intelligent integration between HR, payroll and other business applications is a crucial first step.

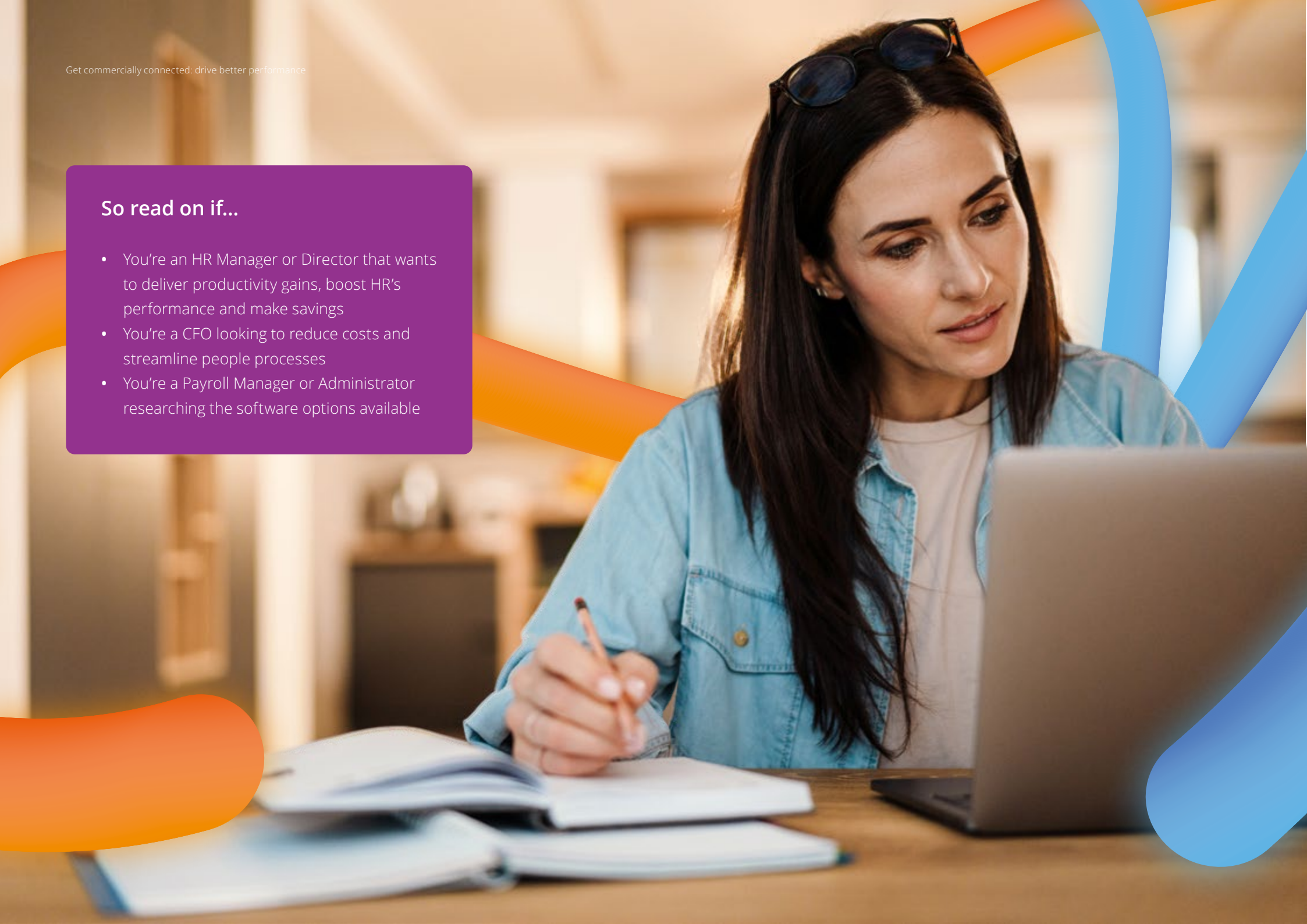


Focus on people

The need to focus on people and HR has grown. An increasingly remote, global workforce has more options than ever before when it comes to where and how they work. So how can businesses ensure HR drives real value, while also protecting the bottom line?

So read on if...

- You're an HR Manager or Director that wants to deliver productivity gains, boost HR's performance and make savings
- You're a CFO looking to reduce costs and streamline people processes
- You're a Payroll Manager or Administrator researching the software options available

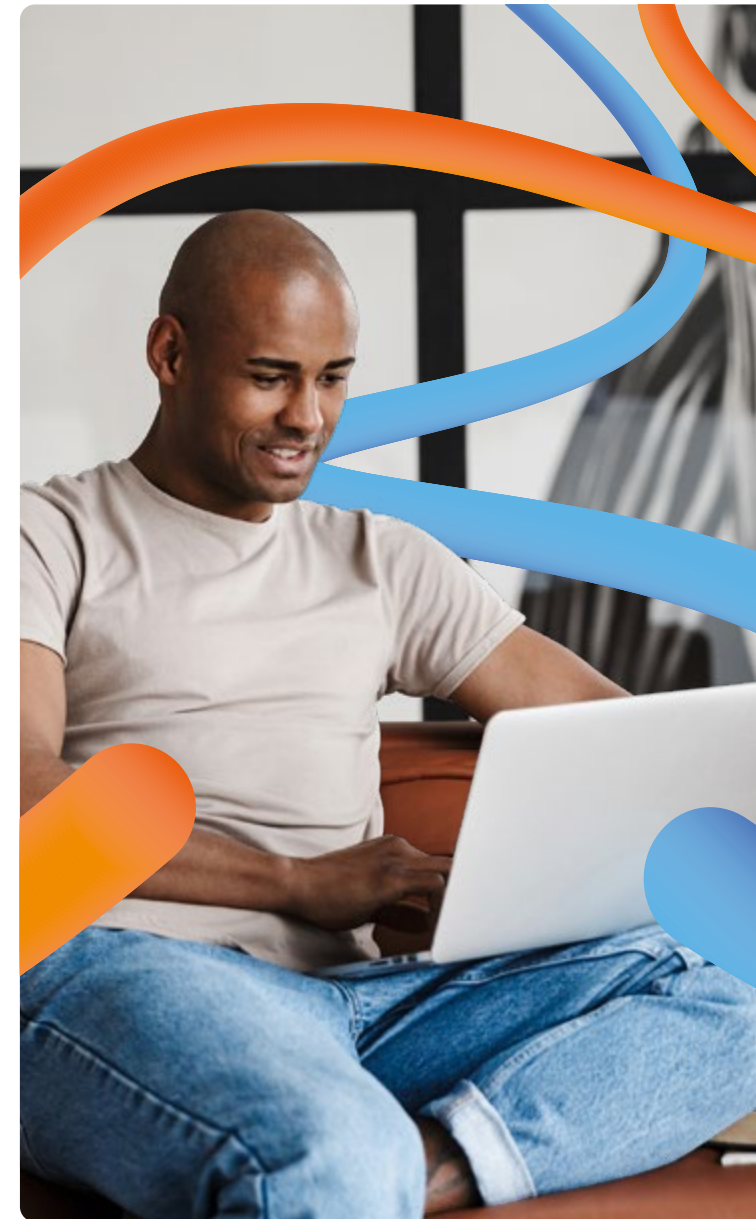


SECTION TWO

Now is the time to transform HR and payroll

Between focusing on ROI for the here and now, and looking to long-term cost savings, the right HR solution can help preserve cash. Plus, modernisation and transformation can free up employees' precious time to focus on what matters most: people.

- **Fit for the future:** Modernising HR brings financial rewards. It means using systems that suit the current working world and – just as importantly – can be adapted as the workplace continues to evolve. This saves time and money compared to using older, slower systems that can't keep up.
- **Integrate with payroll:** Newer systems don't just improve efficiency – they're also better connected to finance, or easier to integrate. This provides a clearer, more holistic view of how people management affects business performance.
- **Better data:** Updated systems mean better data management, as well as more useful performance and pay analysis and insights.
- **Enable growth:** A business case for transformation should highlight how better HR solutions deliver long-term savings and better integration with other systems, enabling greater business growth.



SECTION THREE

Commercial DIS-connect: 4 danger zones

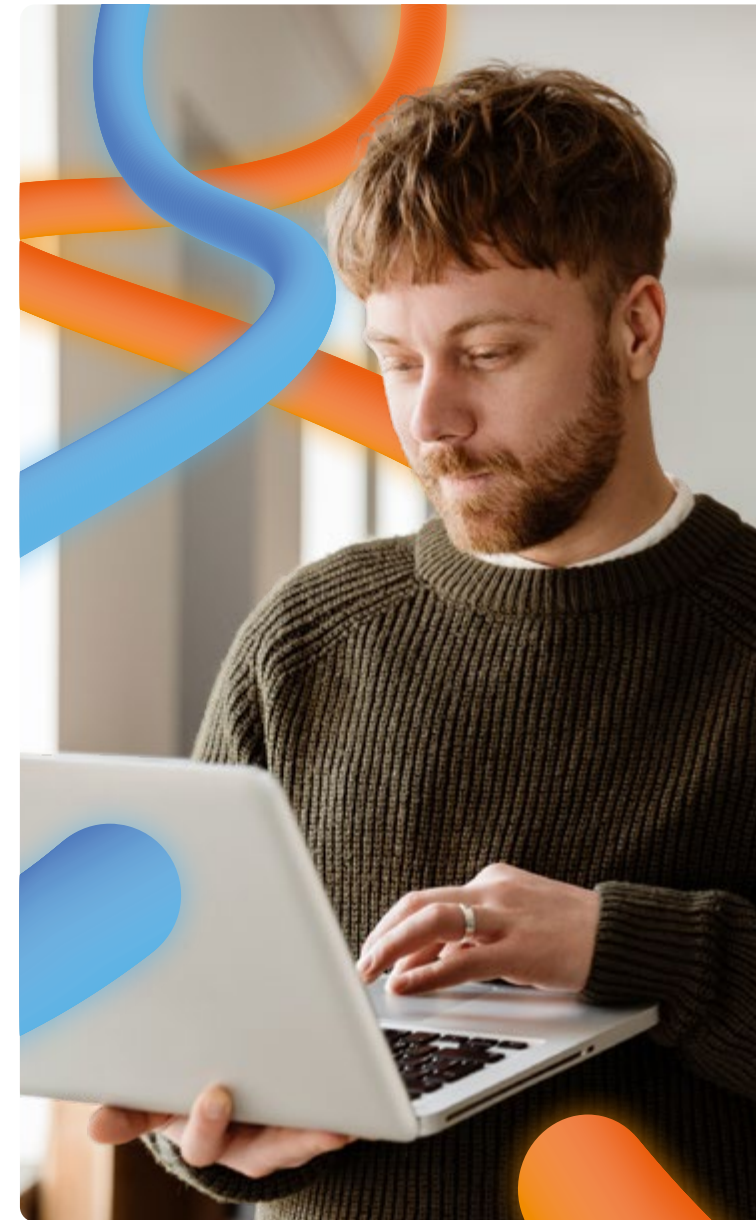
1 Losing people

The challenge:

Employee churn is bad for business. The investment you've made in hiring, onboarding and upskilling walks out the door with every resignation.

The solution:

The right HR software can help you solve specific problems such as planning resource, monitoring overtime and managing shifts. It can monitor employee engagement, enabling you to identify and work on areas needing improvement. In businesses where lack of recognition is an issue, it can monitor performance, and it can speed up recruitment when people do leave. Companies should focus on the commercial benefit of giving HR teams the tools to provide a long-term, rewarding career and a great place to work. Getting it right means watching your retention rate grow – and your recruitment costs fall.



2 Organisational silos

The challenge:

Departments with different systems – and disparate data – can result in silos that slow staff down, dent productivity and increase costs.

The solution:

Working with new HR tech systems means they are easier to integrate with other business applications. Not only does this reduce the chance of mistakes and data compliance risks, but it also provides a clearer, holistic view of how HR processes impact business performance.

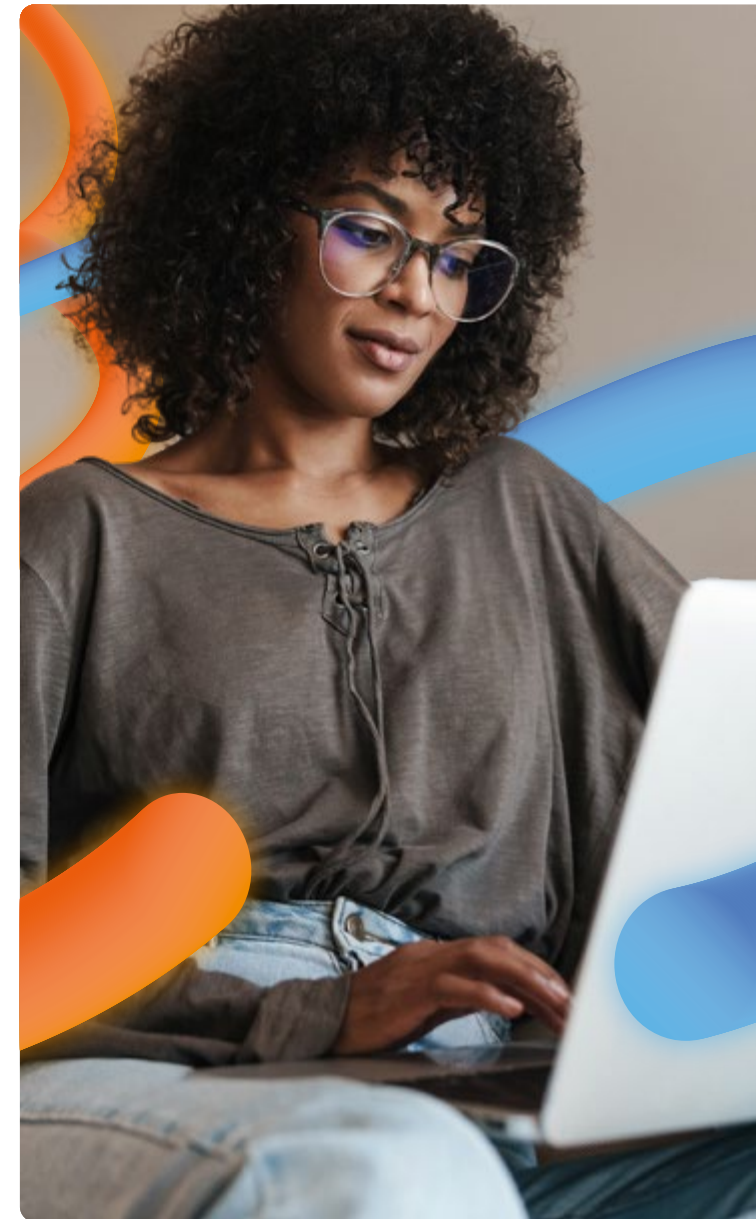
3 The cost of not automating

The challenge:

Completing everyday tasks such as payroll manually might feel like the easiest option. But it is time consuming, costly, and can lead to mistakes. Plus, while it's a core part of a businesses operations, getting payroll done won't make your business stand out in a crowded market, find you new sources of revenue, or recruit brilliant new staff to take your business to the next level.

The solution:

A managed payroll solution is one option worth exploring, getting basic tasks off your plate. Or an integrated HR payroll system merges both activities into one platform – meaning you can say goodbye to disconnected HR systems. Both options also reduce the likelihood of mistakes, save money in the long run, and free up precious hours in the day.





4 Legacy HR solutions

The challenge:

Outdated systems cost businesses money. Staff have to spend time doing things manually, or figuring out workarounds. Teams are unable to respond effectively to the ever-changing demands on their time, or keep up properly as the business grows and evolves.

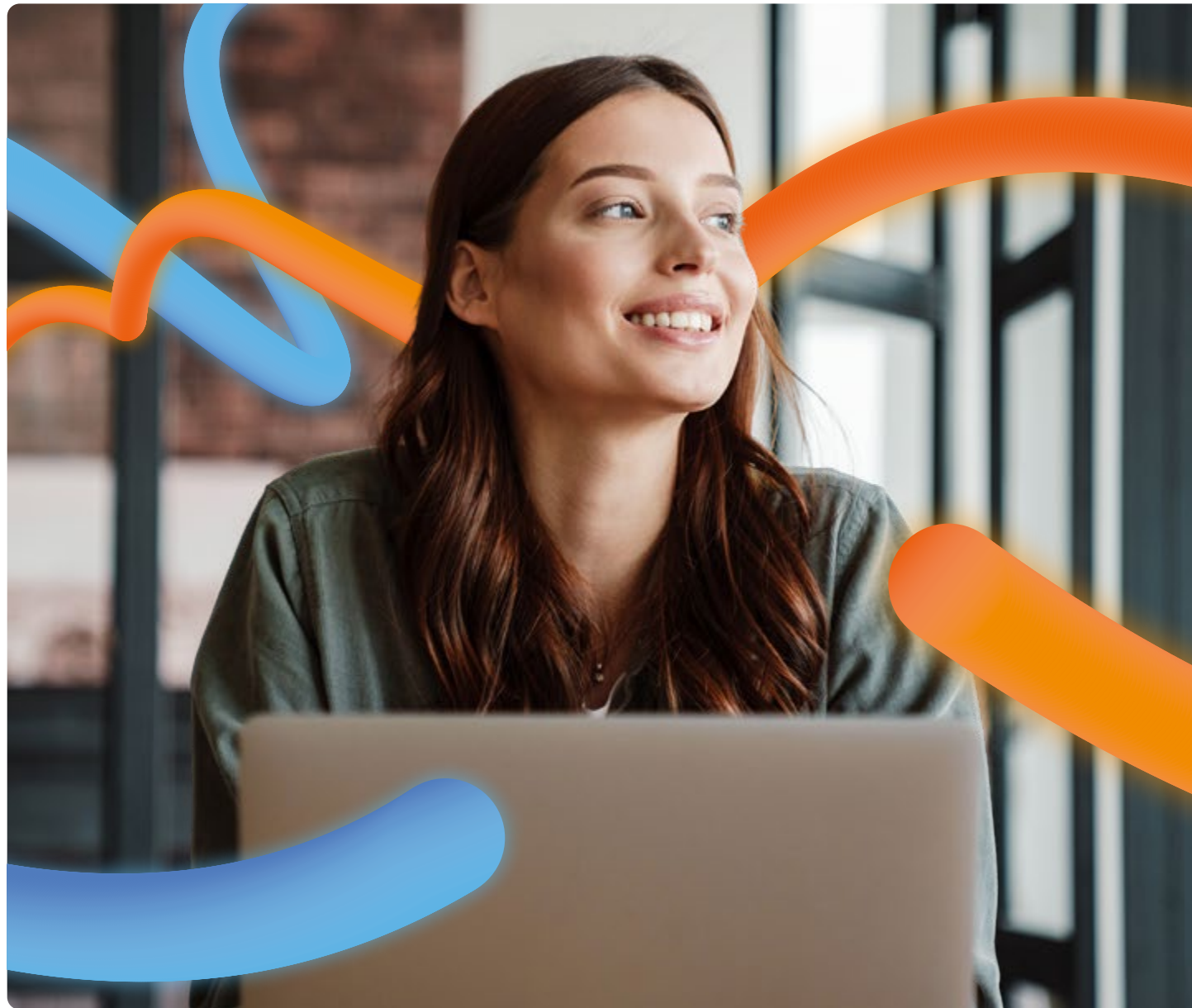
The solution:

Businesses should focus on investing in an HR software package that will flex and grow as they do. Not only will this make operations much smoother, it will avoid the need to fork out more cash for new tech after every period of change.

SECTION FOUR

The business case for becoming commercially connected

We've outlined four major areas for commercial disconnect, but there are more. Commercial KPIs such as productivity or staff turnover will suffer if these gaps are not filled, and ultimately, failing to invest in HR will harm the business. If you're looking at HR software or payroll solutions, these numbers will form the bedrock for your business case.



SECTION FIVE

What next?

If you're trying to build a business case for investment in connected HR or payroll solutions, there are three pillars to consider: Emotional, Operational and Commercial. To complete the picture, download the other eBooks in this series:

- > **The Emotionally Connected Business – how cloud-based HR & payroll software boosts efficiency and productivity without disruption**
- > **The Operationally Connected Business – how cloud-based HR & payroll software boosts efficiency and productivity without disruption**



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