



Case Study

Oracle E-Business HCM Implementation Results in Integrated Application Suites for Large Insurance Broker

Project Highlights

- Performed analysis of best possible HCM solutions
- Implemented Oracle's E-Business Suite and HCM modules



CLIENT

The client is the fourth largest insurance broker and risk management services firm in the country, providing a full range of property/casualty and employee benefits products and services. They serve their clients in more than 250 offices in seven countries through a network of corresponding brokers and consultants in more than 100 countries around the world.

EXECUTIVE SUMMARY

The client's growth plans over the next five years, compliance requirements, and a need to provide stronger human resource information highlighted deficiencies in their 25 year old system. The existing self-service functionality of the system was at the end of its supported life. In addition, the client's previous vendor required them to migrate to a less functional solution.

During Revere's evaluation of several alternatives, Oracle E-Business HCM was selected as the best solution to meet the client's business needs. Oracle's HCM is an integrated solution that helps provide operational efficiency through self-service, and can improve analytical capability across a global workforce through better reporting tools and functionality.

BUSINESS CHALLENGE

The client needed a more robust HCM solution, A solution that could support business strategies such as international growth, merger and acquisition activity, regulatory compliance and risk management, human capital management, compensation strategies, and costing models. They also needed a human resources function that could measure the efficiency, effectiveness and strategic impact of HR services. By focusing on operational efficiency and decision support, HR wanted to keep costs from accelerating at the same pace as organizational growth, while providing increased value in the delivery of analytical HR information to managers and executives.

SOLUTION

Oracle's E-Business Suite was the recommended solution based on an evaluation of several vendor alternatives. In addition to integrated application suites, easier reporting, and plans to build additional functionality into their base products, other Oracle advantages over the competitors are:

- Stronger functionality within benefits administration
- Built-in analytical capability
- Better end-user training tools lowering the cost of training and development
- Better salary administration capability
- Overall lower cost of ownership due to less complex technology infrastructure management
- New product introduced to support Enterprise Content Management

Many challenges were overcome by The Revere Group during the implementation, including changes in executive sponsorship, data quality, change management, and the balancing of operational and project responsibilities by client personnel.

RESULTS

The Revere Group assisted the client in implementing Oracle E-Business Suite's HCM modules of HR, payroll, Advanced Benefits and Self-service in Oracle version 11.5.10. The client successfully used Advanced Benefits and Self-service to perform Open Enrolment and went live on HR/Payroll on time and on budget. The Revere Group provided project management as well as functional and technical support during the conversion and implementation. The technical environment was hosted by a managed services provider to achieve a lower Total Cost of Ownership (TCO).



The Revere Group, an NTT Data Company, is a business consulting & IT solutions firm dedicated to accelerating growth, improving profitability and driving performance for our clients.

Related Oracle Services

Our Mission: Helping clients optimize their Oracle investments to:

- Streamline and accelerate internal and external business processes
- Deliver the right information for timely and effective decision making
- Reduce TCO of diverse technologies

Our Credentials

- One of the largest regional Oracle partners
- Over 100 experienced consultants
- Over 150 completed implementations & upgrades
- Proven Approach in the following areas:
 - Accelerated Implementation and Upgrade Methodology
 - Fixed Fee
 - Templates and Questionnaires
 - Best Practices
 - Focused on Time to Value
 - Business Process Improvement and Future State Design of Business Processes
 - Testing Methodologies
 - Readiness Assessments
 - System Performance Management and Optimization
 - Project Management and Business Transformation including Training

Application/Technology Experience

- Corporate Performance Management
- Human Capital Management
- Financials
- Supply Chain/Transportation
- CRM
- Project Management Systems
- Business Intelligence/Data Warehousing
- Custom Development, J2EE, XML
- Task Sourcing/Support

About The Revere Group

The Revere Group is a leading global consultancy dedicated to delivering business and IT solutions.

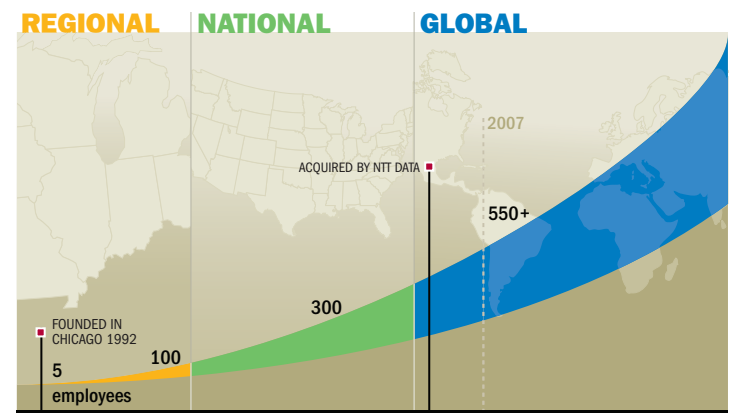


As your trusted advisor, we provide industry, process and technology expertise with a proven service approach – Think, Build, Source – to pave the way for your success.

THINK Companies continually face the challenge of aligning their business objectives with their IT strategy. An effective roadmap with a strong business case delivers a path to achievable goals with measurable results. The Revere Group helps identify and link people, process and technology, bringing clarity to your business and IT initiatives.

BUILD A successful implementation is the driving force behind all that we do. We deliver the right solution on time and within budget. Our disciplined project management and business aptitude ensures the success you rely on.

SOURCE The right balance of sourced functions can improve your IT service levels and return on investment, allowing you to more effectively meet your business needs. The Revere Group helps identify a strategic sourcing model based on internal capabilities, external resources and cost.



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