

CASE STUDY

Skandia

About Skandia

Skandia is one of the world's leading financial institutions with offices in 16 countries around the world. It is owned by the Old Mutual Group based in South Africa.

The Problem

Skandia did not have a unified Human Resource Management System. The consequence was that it was very difficult for senior executives to access crucial data about staff numbers, salaries, retention rates etc. This was hampering decision making and having a negative impact upon performance.

The Solution

We were engaged to programme manage the Skandia HRMS project. This involved Rapid Project Mobilisation phase where the project team was recruited and the business case reviewed and then three parallel work streams of business process design, solution design and procurement were initiated.

The Benefits

We provided Skandia with a new Target Operating Model for the provision of HR services. This greatly reduced their costs and provided an automated online service that could be accessed around the world at any time, based on ORACLE HR.



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