

## ***Instant eHR!* - The digital revolution comes to HR transformation**

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### **eHR is just like the days before CAD/CAM**

Before the introduction of Computer Aided Design (CAD) and Computer Aided Manufacture (CAM) - in the 1970s and 80s - the world of engineering, with its hoards of highly-qualified professional engineers and designers, bore an uncanny resemblance to the typical eHR transformation project office of today. You would only have had to open the door of a typical engineering office, and take a look inside, to see that this was so.

Seated in rows of desks, hunched and focused on their individual piece of the task, their own personal link in the chain, were fresh faced engineers of every stripe. These days we might call them consultants.

There were applications engineers to guide a new idea from its initial conception and high level articulation to the decision to implement. In eHR, this is the domain of solution architects and HR strategists - very clever people in charge of the vision and the business case. Once approved for development, the next group of specialists prepared the requirements analysis and design - equivalent to the business analysts/process consultants of eHR. When completed, the design was handed on to production engineers - eHR's system developers - and then on to test engineers – whose jobs are much the same in eHR projects.

All these engineers had their special role and place and no one dared to challenge or re-engineer the engineers; it was all too difficult and too shrouded in technical mysteries, project life-cycle procedures, technical jargon and impenetrable rituals. Which was all very nice for the engineering industry, though less so for the customer who often found his product late, expensive and not quite what he expected. Another similarity with eHR programmes?

### **But then there was CAD/CAM**

With CAD it became possible to visualise the product on the screen, to show the customer in advance what he would get. To view it in 3D, to scale it, to do whatever modelling and testing was required, to take its measurements, calculate its costs and produce its specifications, its lists of materials and its documentation. Linked to CAM, it was possible, seamlessly, with the aid of the software, to instruct a numerically controlled machine to select the right pieces of metal and create real life versions - as prototypes or as a production run - of the product as already seen by the customer on the CAD monitor.

CAD/CAM makes sense in the engineering world where the product is in metal. So do these ideas have any relevance for eHR? Well, the answer is emphatically "YES"!

There is no longer any need in the eHR process software development lifecycle to go through a long winded specify, design, build lifecycle or to resort to the iterative conference room pilot (out of the box) approach. Instead you can get a group of stakeholders in a room to view HR process designs on a screen, draft, check and redraft modifications, again, all on the screen, and agree all the designs – represented in conventional process notation, with swim lanes – and come back the next day to see the system with those designs working.

What is more you can implement these processes without changing your current HR database, whether this is a so called "best of breed" system or an ERP (Enterprise Resource Planning) system. The former don't generally have very strong workflow capabilities, though what they have tends to be relatively simple to configure. The latter, although powerful at workflow and integration, are much less friendly, from a pure HR standpoint, but far from simple to configure, requiring very much the heavily engineered, pre-CAD/CAM approach.

So, whichever your data base, the way forward lies in a layer of technology that is compatible with any best of breed or ERP system, that sits between the user and that HR data base, and that can be developed directly from an on screen design.



### **And now there's *Instant eHR!***

The combination of design excellence, workflow technology and integration know how is now available for any business that cares about the quality and efficiency of its HR services to have online HR processes, for managers and staff, quickly, easily and inexpensively. There is no need for re-engineering current policies and processes and no need to change current HR databases.

Fully automated HR processes are now available as an add-on to your current HR system. Whether it's an ERP or a "best of breed" system, with *Instant eHR!* you can convert your present HRIS into a fully functioning eHR system with employee and manager self-service combined with a portal that contains intuitive, context-specific and user-specific guidance.

*Instant eHR!* provides bespoke end-to-end HR processes using KoKo Union's well established process architecture and design templates combined with rapid workflow technology. This combination makes *Instant eHR!* not just easy and inexpensive to install and to operate, but at least equal in performance terms to any eHR software on the market.

*Instant eHR!* is available for installation on your servers or as an online service (SaaS), can be tailored and updated without external help and is competitively priced according to the scope of processes and the number of users.

### **HR enters the CAD/CAM era**

The way *Instant eHR!* works is analogous to CAD/CAM. It uses design images of the end product on screen that can be modelled and refined. Once satisfied with the design the image is used directly to generate workflow and hence nothing is lost in translation and the end product works as it was intended to. No delays, no added costs, no mysteries, no gaps between what was expected and what is delivered.

*Instant eHR!* will be launched at the HR Software Show at Olympia, London on 18-19 June 2008 with processes being demonstrated at stand H-152. Come and see this unique combination of electronic staff handbook and workflow technology pre-configured to match and then to integrate with any client HRIS.

Online HR workflow has just been made easy

## **KoKo Union**

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KoKo Union specialises in advanced designs for HR and payroll processes; comprehensive documentation for HR and payroll service users; and interactive electronic staff handbook software and services. The author, Paul McLintic, is KoKo Union's director of product development.