

SWAT TEAM CASE STUDY: UKG Implementation



A privately held Softbank Vision Fund company, valuation of over \$2.5 Billion, had been operating globally with zero to no systems or processes connecting departments, including that of people related centers and Human Resources. The company experienced rapid growth and success in its earlier years and never saw the need to invest in its operational self. In 2021, in a post-Covid environment, the company went to market looking for more investment. Investors for this caliber of company required visibility into systems and data.



OBJECTIVES

Leadership got a strong wake up call with regards to the lack of systems in place. In order to grow via investment, Human Resources Information Systems needed to be deployed and connect the countries where this company is operating. There were no legacy systems to migrate data from nor any reporting or automation in place. UKG was an easy selection for the company as both groups share the coveted South Florida technology market as headquarters.



SOLUTIONS

UKG Modules selected were UKG Core (HR and Payroll) and Dimensions (Time and Attendance.) The d. team was asked by C level leadership to build an implementation and services team and have them on site and working within five-days' time. The d. Team worked 24/ 7 around the clock, through the weekend, triple screening HRIS Consultants and checking their skills and backgrounds. 11 Consultants were hired on six-month renewable contracts as some Consultants were engaged with the Change Management team deploying Microsoft Dynamics d365. The end goal was to have a GO LIVE date of January 2022 so the team had a year to perform and deliver results. The entire SWAT was renewed for six months, and half of the team remains today to continue to optimize the technologies and add new products.



BENEFITS

The company immediately shifted into a systems first company with seamless reportability. In addition, on-boarding and off-boarding when restructuring, which is quite often in technology and innovations, merely became part of process and automated. Internally, employees, managers, directors, and leadership gained the ability to control more efficiently and cost effectively. The d. Team SWAT deployed became the most valuable team add as this is what they do every day, solve problems in HRIS and welcome challenges. Within months, the company was able to raise another billion from an outside investor looking to learn more about the internal systems controlling this global success story.



"I will never forget the day when I called upon the d. Team to help implement a major global HRIS team to be live and working in less than seven days," says Founder and Chief Executive of a Miami-based Technology Unicorn. "Not only did the team perform well and produce results; the new systems in place allowed us to garner investment from the top financiers in the world. We will forever be thankful to the d. team for their hard work, loyalty and dedication."

FOUNDER AND CHIEF EXECUTIVE OF MIAMI TECHNOLOGY UNICORN