

discover SWAT services



PEOPLE PLATFORMS POTENTIAL

Accelerate.

If you've landed on our **SWAT** services brochure, you may be a great company Candidate for our **accelerated HRIS program**. Whether you're struggling with system challenges and results or people performance and management or need to build and adjust fast, we are here to support you as an extension of your team. Our **SWAT** method has proven results and has been mastered over time with major client groups including Paramount and Softbank Investment companies.

d. are subject matter experts in HRIS platforms. Our leadership has implemented, optimized, and managed global systems for 30+ years. We are strictly focused on implementations, optimizations and cost efficiencies. Our leadership has worked extensively with global firms to deliver the best results and our strong relationships are proof.

In 2021, Co-Founder Claire became one of two people in the world selected by UKG as a Rising Star and Subject Matter Expert (SME). She is often called upon to review and advise on all platforms and to offer prospective clients an intricate look into what they need, what they want, and what they can afford. Her mantra is always to "Dream Big" and then drill down.

Tackle your issues swiftly.

The **d.** Team **SWAT** is an actionable method placing your needs first with a team in place in less than one week. You will gain a clear understanding of your HCM practices and drill down your "Dream List."

Clean Up | De-Risk | Optimize

Your **SWAT** team will put your company on the right path and, set your automations in place for ultimate performance. The **SWAT** is deployed remotely for a minimum of six months. Consultants are from North America.

HRIS Platforms Maximized.

d.'subject matter expertise works directly with your tech and people team and we always exit a client leaving systems maximized and performing. Our success rate is seven nines across the board and we have the references to validate it.



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Is the SWAT right for you?

Review these qualifying questions.

- **What now.** Have you purchased your HRIS system and have no idea how to use it?
- **Lack of communication.** Have you purchased your HRIS system and engaged multiple consultancies for the implementation with multiple consultants who do not speak to each other?
- **No status updates.** Are you not being updated on the progress of the implementation and provided data reports on a regular basis?
- **Egregious costs.** Is the cost for your consultancies becoming unmanageable?
- **Corporate pressures.** Are you planning a company expansion and need current systems optimized?
- **Automation benefits not realized.** Are you wanting to maximize your system across all areas of automation in the Human Resources department inclusive of Payroll, Employee Benefits, Communication, On and Off-Boarding, Recruiting, Rewards, Taxation etc.?
- **Intelligence and subject matter expertise is missing.** Major consultancies deploy contractors who may have a few skills but are they subject matter experts for the incredible capital expenditure you put through approvals for this HRIS platform such as UKG, Workday, Oracle HCM or other?

your discover team

CLAIRE MCSORLEY, CO-FOUNDER, CHIEF EXECUTIVE OFFICER

Claire McSorley is a 30+ years Human Resources Information Systems Executive and world-renowned Subject Matter Expert (SME) for industry leading technology platforms including UKG, Workday, Peoplesoft, Ceridian, ADP, Oracle HCM and others. Claire has led HRIS implementations for global companies totaling more than 100,000 employees and her success rate at go lives is unmatched. She is a Certified International Payroll Manager – specialising in Pay, Culture and Retention and holds an Ultimate Certification as well as an Accounting Certification.

Claire's career accolades include the coveted elected VIP Subject Matter Expert 2021 by UKG (Rising Star 2021.) She is often called upon to advise and comment on new technologies and challenges across payroll, benefits, timekeeping, taxation, compliance, governance and security. She is an active Philanthropist for supporting Women in Business and her efforts have supported several women owners in securing financial freedom in North America.

KAREN BERTOLI, CO-FOUNDER, CHIEF MARKETING & PEOPLE OFFICER

Karen Bertoli is an award-winning 25+ years Marketing and Talent Lead Executive who has built brands, leadership, technical and operational teams for enterprise level organizations and privately held firms in the hyper growth stages. She is often called upon by the C-Suite to deploy swift services and resources in minimal time to meet competitive demands. She is well-known for her global network and has directly worked in the sectors of Asset Management, Cybersecurity, FinTech, Biotech, Blockchain, Internet, Tokenisation, Artificial Intelligence & Telecoms.

Karen is a current Senior Advisor to a UK Biotech firm listed on NASDAQ as well as sits as Director for a Cannabis Private Equity Fund with the Founder of Trivial Pursuit. She is the long standing Advisor to a Y-Combinator graduate machine learning Alternative Trading System (ATS) company called OneChronos. She is a 3-time Boston Marathon Qualifier, Pilates enthusiast, resides in Miami Beach and London and holds a Masters in Business Administration (MBA) from California Polytechnic University.

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