

## Helping Programme Leaders deliver successful Cloud HCM programmes

A high performing programme team is one of the pre-requisites for transformation success. This is especially true when your transformation includes new Cloud HCM technology. The market for Oracle HCM Cloud, SAP SuccessFactors and Workday skills is increasingly competitive with new clients being signed faster than projects can be delivered. The results are that demand for experienced project resources is outstripping supply, and there's a pressing need to focus on resourcing your project team to avoid capability gaps or paying over the odds for mediocre results.

Underscore's Integrated Project Resourcing solves these problems by combining project skills training, team development and proactive recruitment to give you access to the functional, technical and project skills you need for programme success.

## Capability Matrix

Our resourcing solution uses the same Capability Matrix that underpins the transformation programmes we deliver on behalf of our clients. This proven approach enables us to assess your current project delivery capability, identify any gaps, and put in place appropriate resourcing and development actions.

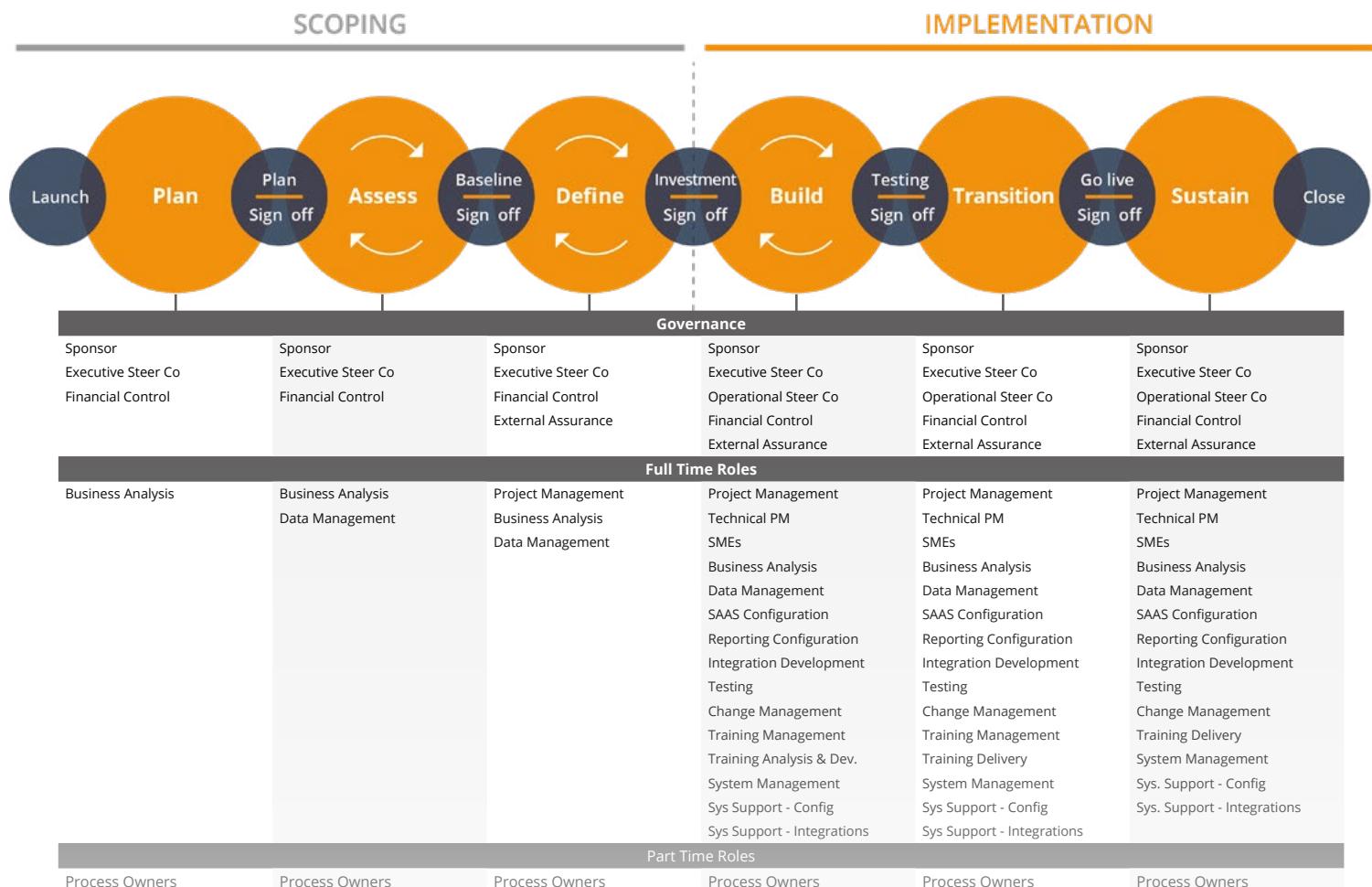
Here's how it works in 3 simple steps:

- **First**, we work with you to select the right capability matrix based on the size and complexity of your programme
- **Next**, we tailor the matrix to your specific needs, identifying the roles and the best assessment criteria to use, including role-specific technical and competency based criteria and questions

- **Finally**, we populate the matrix with your current resources, identify gaps, deliver any required training and build pipelines of associates we know and trust to deliver, well in advance of you needing them in post.

We help you avoid the risks associated with capability gaps in your team or having to fit round pegs into square holes. This proactive approach to project resourcing means you'll have a virtual bench of known, trusted associates, aligned to the key roles you need to deliver a successful programme, and that your Finance, HR and Procurement teams receive any training and development they need before project demands are placed upon them.

Partnering with Underscore means you also have access to expert advice, insight and perspective on any transformation challenges you face from people who have faced and overcome similar challenges themselves.



If the following questions strike a chord, then the Underscore Integrated Project Resourcing solution may be a good fit for you:

- What's the right size and shape team required to deliver a successful HR Transformation that includes a Cloud HCM implementation in my organisation?
- Which roles can and should be filled by our system implementation partner? And which ones really shouldn't be?
- What's the optimum mix of seconded team members, system implementation partner, contractor and consulting resources?
- When is the right time to bring specialist, in demand, high value (and cost) skills into the team to ensure a successful outcome without overburdening the budget?
- How do we get access to the best contract and interim talent in the market without being inundated with unsolicited CVs from recruitment agencies?
- What happens if our RPO provider doesn't have ready access to people with the right skills and experience?
- How can we be sure we're seeing the best people in the market, rather than the ones with the most key word matches on their CVs?
- What skills, knowledge, training and development will my team need to be effective in their new project roles?
- How do we best assess people for project roles when these roles don't exist today?
- How can we ensure we make the right hiring decisions?
- What's the most effective way of transferring knowledge from temporary project resources to our business as usual team, so the knowledge doesn't walk out the door when they do?

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"Working with Underscore was a real breath of fresh air. We were able to discuss our resource plans and requirements with people who regularly hire similar roles for their own programmes, rather than dealing with recruiters trying to sell us candidates. This saved time, removed a level of frustration, and on one occasion, led us to use internal resources in place of hiring additional contractors - saving us money. The quality of candidates and service we received was always exceptional. I believe that Underscore were a key partner in the success of our programme at Bupa."

**Stephen Slevin – Programme Manager**

If you would like to arrange for a free consultation, please get in touch using the contact details below.

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**Delivering  
Successful  
Programmes**

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