

**ERP PROJECT IMPLEMENTATION EXPERIENCE**

At-a-Glance

**HR AND IT PROJECTS**

Company/Industry	Project Description	Project Deliverables	Situation	Action	Result
<p><b>Astellas Pharma – Global co pharmaceuticals industry</b></p> <p><i>2,919 employees in its Americas locations; \$2.3 billion in sales in 2013</i></p> <p><b>Time Period:</b> 2012-2013</p> <p><b>PMI PMBOK Phases</b></p> <p><b>P</b> <b>E</b> <b>M</b></p> <p><b>Methodologies Employed:</b></p> <ul style="list-style-type: none"> <li>ASAP</li> </ul> <p><b>Tools Used:</b></p> <ul style="list-style-type: none"> <li>MS Project</li> <li>MS SharePoint</li> <li>MS Excel</li> <li>SAP ERP ECC 6.0 – Core HR/HCM modules, including: Time Management, Organizational Management, Personnel Administration</li> <li>Legacy System Migration Workbench and eCATT</li> </ul>	<p><b>Business Process Improvement</b></p> <p>Contracted by North America Chicago Headquarters HRIS in Northbrook, IL; Client business process services for 3000 employees across (300) SAP Personnel Areas, and (40) Personnel Sub-Areas.</p>	<p><b>Organizational management, personnel administration, and workflow changes</b></p> <ul style="list-style-type: none"> <li>SAP Process design and configuration changes</li> <li>Personnel planning</li> <li>Consultation on business process design changes &amp; <b>organizational restructuring</b></li> <li>Quality checks/audits</li> <li>HR transactions</li> </ul>	<p><b>Company restructuring</b> taking place in the Americas locations impacting 3000 employees</p>	<p><b>Business blueprinting, Configuration and design changes</b></p> <ul style="list-style-type: none"> <li>Analyzed, translated, and defined business requirements into technical solutions.</li> <li>Created Personnel Sub Area Groupings to the new Personnel Sub Areas.</li> <li>Assigned Personnel Sub Area Groupings for Time Management – Attendances, Absences, and Quotas.</li> <li>Updated Organizational Units impacted.</li> <li>Analyzed the risks to over 55 HR related interfaces created by other consulting companies.</li> <li>Ensured no negative impact to existing HR interfaces.</li> <li>Checked the interfaces for any logic built on Personnel Sub Area.</li> <li>Updated the Interface processes for Personnel Sub Areas created where sales territory was required.</li> <li>Advised client on Basic Life and AD&amp;D plans configuration linked to Personnel Area and Sub Area.</li> <li>Created a loading tool to use on the OM side of SAP ECC to update the Org Units</li> <li>Created a loading tool to use on the PA side of SAP ECC to update Personnel Records.</li> <li>Review each block in Time Schema ZUSA custom rules to see if there is any logic built based on PA and PSA to see how it was impacted.</li> </ul>	<p><b>Master data re-alignment</b></p> <ul style="list-style-type: none"> <li>Improved efficiency of the business units.</li> <li>Increase and improved knowledge transfer and knowledge management.</li> <li>Improved collaboration between business units and their respective Implementation Teams, which also included consultants from Accenture.</li> </ul>

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<p><b>Schlumberger Information Solutions – Oil and gas; technology industry</b></p> <p><i>83,000 employees of 140+ nationalities operating in 80+ countries; Revenue: \$24 Billion in 2009</i></p> <p><b>Time Period</b> 2008-2010</p> <p><b>PMBOK Phases</b></p> <p><b>P</b> <b>E</b> <b>M</b></p> <p><b>Methodologies Employed</b></p> <ul style="list-style-type: none"> <li>Lean Sigma</li> </ul> <p><b>Tools Used</b></p> <ul style="list-style-type: none"> <li>MS Project</li> <li>MS SharePoint</li> <li>MS Excel</li> <li>SAP ERP ECC 6.0 – Core HR/HCM modules, including: Organizational Management, Personnel Administration</li> <li>Plus others</li> </ul>	<p><b>Business Process Improvement</b></p> <p>Contracted by North America Schlumberger Information Systems (SIS) Headquarters Personnel &amp; Portfolio Depts on San Felipe in Houston, TX; Client services for 3500 employees across the (4) Schlumberger personnel domains.</p> <p><b>High Level Requirements:</b> Lean Sigma</p>	<p><b>Organizational Re-structuring</b></p> <ul style="list-style-type: none"> <li>Personnel planning</li> <li>Consultation on business process design changes &amp;</li> <li>Quality checks/audits</li> <li>HR transactions</li> <li>Employee and employer support</li> </ul>	<p><b>Inefficiencies in two organizational units (SIS and Portfolios groups) undergoing restructuring</b></p> <ul style="list-style-type: none"> <li>Highly technical and highly mobile geologists, engineers, scientists, and oil field technologists were unable to get their offers, offer letters, transfers, and promotions processed within timely manner.</li> <li>Implementation project was past cutover and had already gone live on multiple SAP systems.</li> <li>The company utilized an elaborate system of emails and ePCN, a daily platform for managing employee personnel actions, dynamic offer letters, and constantly mobile and international employees across 80+ countries.</li> <li>Portfolios and SIS groups were undergoing management restructuring, new and constantly changing processes had not been documented within these two teams, and there was extreme difficulty in keeping up with collaborations between the two teams.</li> <li>Redundant work tasks due to collaboration and communication issues and no updated processes documented.</li> </ul>	<p><b>Implement HR service delivery, technical writing, and organizational change management</b></p> <ul style="list-style-type: none"> <li>Global delivery of services across time zones using multiple SAP, ERP, and legacy applications.</li> <li>Served as HR Consultant and SAP IT Business Partner to the SIS &amp; Portfolio Groups in Houston.</li> <li>Worked with the HR Portfolios group and highly technical business units to provide process flows.</li> <li>Advised the Director of HR on compensation moves, structure changes, and market data sources.</li> <li>Delivered customized training and job aides for lines of business and end-users in SAP processes.</li> <li>Utilized various software interfaces and advanced Excel features such as: Pivot Tables, Lookups, etc.</li> <li>Trained the HR coordinators on ePCN process changes.</li> <li>Performed a host of SAP transactions, testing, and knowledge transfer supporting highly technical and highly mobile global employees.</li> <li>Ran SAP reports and queries.</li> </ul>	<p><b>Improved metrics on executive’s dashboard and collaboration</b></p> <ul style="list-style-type: none"> <li>Improved efficiency of the business units.</li> <li>Increased and improved knowledge transfer and knowledge management between SAP business champion units and work teams involved.</li> </ul>