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CONSULTING DISRUPTED

Smart business advisors

# HRIS CONSULTING

For HR Directors/Finance Directors:  
**Overview of BDO EATON SQUARE HRIS Service Offering**

Partners:

**Aidan McHugh & David O'Connor**

- Experts in HR Systems
- Business Results before Technical Solutions
- Local and Flexible
- Passionate and Commercially Aware

# HRIS Consulting Overview

**For 20 years BDO Eaton Square has been applying their latest knowledge and experience of HR Systems to the challenges facing companies in Ireland and the UK**

The need for our services comes from the elevation of HR to the Executive table and the rapid evolution of HR systems driving benefit for the entire organisation. However, there is a lack of real HR systems experts and the implementation and success of these large projects has been average at best leaving senior managers and executives frustrated at the lack of progress or worse mistakes effecting employees. These implementations are also complicated in nature as you are not only dealing with payroll but also multiple system integrations which lends itself to having experts in HR systems rather than just IT.

The target group is Senior Managers, Executive Teams and CEOs who are looking for HR systems experts that can not only look at HR system implementation from a technical perspective but also from a strategic business context.

Our offering is full end to end solutions for all your HR systems needs starting at strategy through to selecting the right systems for your organisation right through to implementation and system integration with other business critical systems.

We look at solutions from a business project perspective e.g. (Full HR system implementation /Optimisation or HR Data Analytics) and from a vertical HR service solution perspective (Payroll support) so that we can solve problems across all HR activities

Our differentiation is two fold and simple:

1. We are HR systems experts, it is what we do all day every day
2. We are business first and technology second, a solution is no good if it does not deliver business value

We offer our services across all HR Modules and have different resource offerings to suit all clients



## Resource Solutions

- 01 On Site Consultants**  
Our team are mobile and can offer onsite support
- 02 Remote Consultants**  
We have a full team of remote consultants who can get the work completed off site quickly
- 03 Interim Resources**  
We can provide you with resources to cover off day to day delivery e.g. payroll processing
- 04 Outsourced Solutions**  
We have a range of outsourced solutions across multiple HR activities from payroll to transaction processing

# The Experts

At BDO Eaton Square we have a team of over 50 expert Consultants from a Technical and Business perspective. Here are some of our experts below

## **Aidan McHugh**

For 20 years Aidan has been involved in numerous HR strategy and System implementations across different industries in Ireland and abroad. Alongside David O'Connor, Aidan founded Eaton Square and developed it into a leading business and technical consulting firm delivering against the world's top consulting firms. In 2018, Aidan successfully merged the business with BDO and now leads out the Technical consulting business for BDO Ireland.

## **Sean Courtney**

Sean has multiple years' experience in the HRIS and Payroll sector. This experience is spread across payroll processing, large scale HRIS and payroll implementations and system optimisation. Sean leads BDO Eaton Square's team of SMEs ensuring we are delivering relevant and high-quality services to our clients. Sean's goal is not to just support organisations in their current issues but to help them transform HR and payroll within a business.

## **Brian Lawton**

Brian has numerous years' experience in the HRIS and WFM sector. During this time Brian has delivered on multiple large-scale implementations across both the public and private sector allowing clients to process all elements of employee's attendance or absence within the WFM space. Brian leads BDO Eaton Square's WFM team ensuring we are delivering relevant and high-quality services to our clients.

## **David O Sullivan**

David is our lead Senior HRIS implementation consultant and has several years' experience working in HRIS and People Management spanning multiple industries and geographies. David's experience includes projects which have varied from 500 to 8000 plus staff across multiple client locations, supporting projects through multiple phases including Requirements Gathering, Build and Prototype, Training, User Acceptance Testing and Data Migration

## **Conor MacManus**

Conor is an executive level and experienced professional, an engineer and a leader in IT for 20 years, he has responsibility for leading IT services and technology consulting solutions that help clients meet their business challenges. Conor provides leading-edge solutions that improve efficiency, cut costs, redefine business models and enable technology to drive business growth.

## **Nicola O'Connell**

Nicola has over 11 years' experience in the IT industry spanning across Software Development, Reporting, Analysis, Visualisations, HR Implementations and Systems Integrations on a large scale. As Head of Technical Delivery Nicola is responsible for the business area which deals with complex system integrations, data migrations, reporting and data visualisation solutions. Nicola's real passion shines through when helping clients solve problems while designing efficient robust solutions.

## **Barry Lawton**

Barry is a Senior HRIS implementation consultant with several years' experience working in the HRIS and Payroll sector working across multiple different industries and geographies.

Barry's experience includes projects which have varied from 500 staff to 60000 plus staff across multiple client locations, and industries supporting these projects through multiple phases including Requirements Gathering, Build and Prototype, Training, User Acceptance Testing, Data Migration and Live Optimisation services.

## **Seannie Rock**

Seannie has multiple years' experience working in the HRIS section specialising in payroll and expense system implementations. This experience can vary from full SaaS implementations, upgrade projects, system optimisation for change requests to data extraction and migration. Seannie's current role is to lead payroll system optimisation/change requests which includes scoping projects and on time delivery, to budget exceeding expectations.

# The Experts

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## **Ciara Quaid**

Ciara is a senior member of the team with several years' experience working as a technology consultant primarily in the HRIS and Data Visualisation space. Ciara has worked with a large variety of clients across multiple industries. Ciara's role involves challenging client's thinking to provide value add for their systems. Ciara has experience in gathering and understanding technical requirements, interacting with stakeholders, and translating them into system functionality. Ciara also specialises in system integrations, data migration and data visualisation utilising tools such as Tableau and Alteryx.

## **Ciarán Twohig**

Ciarán has several years' experience working in the technology consulting space specialising in data analytics. He has led and been involved in numerous data driven projects across multiple sectors such as finance, retail and healthcare. Ciarán has experience in gathering and understanding client's technical requirements, preparing and analysing large data sets, and designing and developing interactive dashboards that maximise client's ROI. Ciarán specialises in Tableau, Power BI and Alteryx.

## **Gavin Buttimore**

Gavin has multiple years' experience in the HRIS and Payroll Sector. Gavin leads a team of Consultants who work to ensure that clients fully utilise and optimise their HR systems that are currently in place. This involves delivering large volumes of small to medium sized customer projects. Gavin's role is not just to support organisations optimising their HRIS system but to ensure they are achieving absolute ROI from their HRIS system currently in place.

## **John Loughrey**

John is a Senior Programme/Project Manager with over 30 years experience, specialising in leading technical and business application implementation and upgrade projects from an End-Client perspective. He has experience across all business areas, with strong consultancy and commercial acumen as well as leadership and man-management skills. He has worked in roles that include Programme & Project Management in business applications, business intelligence and related technologies as well as setup of support / managed services. He has delivered projects in a wide range of business application areas - including HR, Payroll, Finance, Procurement, Supply Chain Management, Project Accounting as well as Business Intelligence.

## **Marc O'Donovan-Wyatt**

For 4 years, Marc has been working in the consulting industry and has been involved in a wide array of complex techno-functional projects ranging from FTSE 100 multinationals too Small to Medium enterprises. Projects include both Greenfield and Greyfield HRIS software implementations, Talent Identification and Retention Programs and Business Development Strategy formulation/implementation for clients based in Ireland, UK and mainland Europe. Marc is an accredited Prince2 Practitioner with both a Masters Degree and an Honours Bachelor Degree in Business Information Systems

## **Maria Meade**

Maria is a Prince2 accredited Project Manager who is highly experienced in process improvement and implementing organisational change. She has managed a range of project types (including CRM software, call centre software and sales software rollouts, organisational redesign, and strategy implementation) in some of Ireland best known businesses across the telecoms and utilities sectors over the last decade. Her approach is customer centric and quality driven. Since joining BDO Eaton Square Maria has managed mid-size to large scale HRIS and Payroll system implementation projects

## Service Offering

# 01

**Organisations find themselves under time pressure to deliver large-scale system implementation without ever standing back and understanding what will it actually deliver for the organisation and what's the long-term technology strategy both in HR and across the business.**

Knowing where to play and how to win is as important as the implementation itself.

Our dedicated strategy process allows the HR and IT teams to work together to define a vision and strategy for the HR Systems.

### **Our Solutions:**

- Business and Technical consultants to facilitate the process
- Dedicated Strategy process to suit your organisation
- Tools throughout the process to push the boundaries and stretch your thinking
- Experienced people who know what they are doing

### **Benefits**

By the end of the strategy process companies will have:

- Clarity on the HR Strategic goals and how they relate to the overall organisation goals
- Vision for the HR technology and the benefits it will deliver
- Clarity on what elements of the HR strategy will be enabled by the HR Technology
- Clarity on how the HR Technology will support the overall business goals and department activities
- Defined structure that will be required to deliver and support the HR technology
- Clear plan and roadmap for the HR systems over the term of the strategy

### **Who should be interested?**

- HR Senior Managers and Directors from all sectors
- Management teams embarking on a significant HR Systems strategy update.
- Managers/Leaders responsible for HR strategic programmes and projects.

### **Contact**

- [Conor.MacManus@bdoeatonsquare.ie](mailto:Conor.MacManus@bdoeatonsquare.ie) - Mobile [+353 87 602 0230](tel:+353876020230)

## Service Offering

# 02

Selecting a HRIS software solution that helps organisations manage their human resources data can seem quite daunting with the large array of solutions on the market. Solutions can be as simple as a database or more complex HRIS solutions such as Workday or SAP.

There is no one-size fits all approach to evaluating and selecting an HRIS system because companies and their needs are too diverse.

Our tried and tested, system evaluation and selection process allows us to be the independent expert voice on behalf of you the client when selecting a HRIS solution that fits your current and future needs.

### Our Solutions:

- Business and Technical consultants to facilitate the process
- Dedicated “*Spec and Select*” process to evaluate the vendors and their solutions
- Experienced people who have used and implemented these systems already

### Benefits

By the end of the evaluation & selection process, companies will be able to:

- Understand your company requirements from an operational and technical perspective
- Have a clear understanding of the different HRIS solutions in the market and a prioritised list of those that suit your needs
- An evaluation process that consists of a shortlisting process with full proposal against requirements including presentations, demos and preconfigured systems
- Final evaluation with full scoring for all vendors across all your requirements with a recommendation on the solution that best fits your business
- Clear roadmap on how the system will be implemented with timeframes and deliverables

### Who should be interested?

- HR Senior Directors, Managers and Finance from all sectors
- Management teams embarking on a significant HR Systems strategy update
- Procurement Managers looking for a robust process
- Managers/Leaders responsible for HR strategic programmes and projects.

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## Service Offering

# 03

**Organisations often struggle to maximise the value they get from their HRIS platform(s). This is often the result of a difficult implementation of their HRIS platform(s) or processes are not updated in line with their changing business needs.**

Configuring and leveraging your HRIS platform(s) is vital to a successful and efficient HR and payroll department which can add real value to an organisation.

We offer expert services across all elements of HR allowing you deliver the maximum from your HR solution.

### **Our Solutions:**

- HRIS and payroll system implementation and upgrade support
- HRIS Audit & Independent system health check
- HRIS and payroll system optimisation and adoption from a people, process and technology perspective
- System Administration and HR Transaction processing

### **Benefits**

By the end of a successful implementation or optimisation project, companies will have:

- A resilient, structured yet adaptive HRIS and payroll system
- Efficient ways of working that fully leverages the technology available
- Ability to enable not only your HR and payroll department but also the wider manager and employee base
- A HR and payroll team that are self sufficient but also have access to a team of SME's to support / guide through any complex issues / projects

### **Who should be interested?**

- HR and Payroll Senior Managers and Directors
- Management teams embarking on a significant HR Systems change
- IT Senior Managers and Directors

### **Who should be interested?**

- See slide 2-6

### **Contact**

- [Sean.Courtney@bdoeatonsquare.ie](mailto:Sean.Courtney@bdoeatonsquare.ie) - Mobile +353 87 221 5700

## Service Offering

# 07

**Taking on a major HRIS projects is a daunting task and not one to be taken lightly as the impact will reverberate across the entire organisation. With sometimes only “semi” PMs available internally companies do not have the clarity on deliverables, milestones or manage the issues and risks of the project as needed.**

An experienced PM brings clarity and calm to a large project and through proper change management brings the organisation on a journey.

Our Prince2, PMP, CSP accredited project and change managers successfully deliver a wide variety of HRIS projects by combining expertise, proven PM methodologies and a common-sense approach to their customer engagements.

### Our Solutions:

- Project Managers both business or technical
- Client-Side PM - We sit on your side during implementation
- Change Manager to help deliver and manage the impact
- Project Management Office (PMO) including executive reporting dashboards

### Benefits

By using our Project and Change Management services, companies will be able to:

- Clarity on the project objectives, scope and business benefits
- Clear detailed project plans with deliverables, milestones and ownership
- Risks and Issues management throughout the process and escalated as necessary
- Clear ownership and responsibility across all project resources
- Clear governance across the project and stakeholders
- Clear change management plan with training, communication and risk managed leading to increased end user and stakeholder engagement with the system

### Who should be interested?

- HR Senior Managers and Directors from all sectors
- Management teams embarking on a significant HR Systems strategy update
- Internal Project or Change managers looking for resources
- Managers/Leaders responsible for HR strategic programmes and projects.

### Contact

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## Service Offering

# 08

**Training isn't just essential for a company's success, it is vital. Our tailored training programmes have supported HR system implementations and upgrades across the world.**

Our trainers are tasked with keeping up to date in latest technologies and learning innovations to ensure the best tools and techniques are applied on our projects. They are all trained on our own internal project methodologies and approaches.

### **Our Solutions:**

- Training needs analysis carried out to determine the most suitable and sustainable training solution for your business users.
- We deliver training to end users in the lead up to Go-Live, during Post Go-Live and on a Business-As-Usual (BAU) basis.
- We train your in-house trainers / super-users to deliver and facilitate training in the long term for Business as Usual (BAU).

### **Benefits**

By the end of the tailored Training Programme, companies will benefit from:

- Improved productivity and adherence to quality standards.
- Increased efficiencies in HR processes, resulting in financial gain
- Clarity on what and who requires training on HR systems
- Reduced Help Desk support
- Ensuring the importance of training is maintained throughout the entire project and is not side-lined if other implementation project deliverables become critical

### **Who should be interested?**

- HR Senior Managers. Learning & Management teams and Directors from all sectors

### **Who should be interested?**

- See slide 7

### **Contact**

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## Service Offering

# 09

**BDO Eaton Square recognise that payroll is a critical function within any business and organisations need to be assured their payroll function is efficient and robust in their ways of working.**

Our payroll support services listed below help organisations ensure they have documented payroll processes in place which they can rely on. This also includes integration of their compensation and benefits packages.

We cover both Irish and UK payroll and our team is fully accredited in IPASS, CIPP and CIPD.

### Our Solutions:

- Implementation of a robust payroll system and processes
- Payroll Bureau Services
- Payroll project support
- Payroll support / emergency cover
- Payroll transaction services including year end and legislative changes support

### Benefits

Through our payroll services organisations will have:

- A resilient end to end payroll process in place
- Efficient ways of working that fully leverages the technology available
- A payroll team that are self sufficient but also have access to a team of SME's to support / guide through any complex issues / projects
- Security that their payroll is setup to support any business continuity plans the organisation has in place

### Who should be interested?

- HR and Payroll Senior Managers and Directors
- Finance Senior Managers and Directors

### Who should be interested?

- Slide 8-11

### Contact

- [Sean.Courtney@bdoeatonsquare.ie](mailto:Sean.Courtney@bdoeatonsquare.ie) - Mobile +353 87 221 5700

## Service Offering

# 10

**Reinventing your HR Technology for the Digital age is a topic familiar to most HR executives. However, the answer is different for every business and depends on your needs and vision for the business.**

We simplify the digitisation journey into 5 different options across all systems and processes.

We look for quick wins to eliminate waste and show early success to bring senior stakeholders on board for future projects.

### Our Solutions:

- Green and Black Belt Lean process design
- Opportunity Identification
- Robotic Process Automation (RPA) made simple
- Proof-of-Concept / Pilot Advisory
- Advanced analytics to help drive decision making
- RPA Execution Support

### Benefits

By the end of the digitisation project, companies will be able to understand each of the elements below:

- Lean process redesign - Streamline processes and minimise waste
- Digitisation - Digitise customer experience and day-to-day operations
- Intelligent process automation - Introduce intelligent automation (RPA) to replace human tasks
- Advanced analytics - Provide intelligence to facilitate decisions
- Business process outsourcing - Drive the next wave of process outsourcing/offshoring

### Who should be interested?

- HR Senior Managers and Directors from all sectors
- Management teams embarking on a significant Digitisation project
- Managers/Leaders responsible for HR strategic programmes and projects

### Contact

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