

Six Oxford consultants aid healthcare organization with new HR systems.



Case Study

Workday and Kronos Implementation

The Challenge

A healthcare and insurance organization established a project to replace several Human Resource Information Systems. The 2-year project goal was to conduct a full Workday™ and Kronos™ software implementation to replace older systems, including Lawson™, PeopleSoft™, and homegrown applications for Workday Human Capital Management and Payroll. Two large engagement partners were responsible for managing the project; however, there were specific skill gaps remaining on the team. The client required senior-level consultants with specialized experience in HRIS implementations for healthcare and insurance organizations. This niche expertise was hard to find, so they turned to Oxford to bring in the right talent.

The Solution

We identified 6 consultants to support Workday Absence/Benefits, Workday Payroll, Kronos Workforce Integration Manager, Kronos Testing, and Lawson Project Management. Our Oxford project team members met all requirements, and were selected based on their extensive skills and experience specific to healthcare and insurance. Each Oxford consultant brought more than 15 years of expertise.

As a result of providing excellent support in the unique environment of healthcare and insurance HR systems, Oxford was asked to bid to be their HRIS Partner of the Year.

The Result

The Workday and Kronos implementation was successfully completed, with our help supporting integration, testing and Lawson legacy system management. Additionally, our team ensured the new payroll system conversion was operating effectively with accurate data transference to meet W-2 payroll distribution requirements. As a result of providing excellent support in the unique environment of healthcare and insurance HR systems, Oxford was asked to bid to be their HRIS Partner of the Year.

We've continued to expand our relationship with this health system, including providing ongoing support for the next phase of our client's project: implementing an Advanced Schedule Module application to improve the health system's clinical staffing processes.

INDUSTRY

Healthcare
Insurance

SERVICES

Implementation
Integration
Legacy Support

SKILLS

HRIS
Workday
Kronos
Lawson

About Oxford: Oxford is known for our unmatched ability to deliver *The Right Talent. Right Now.*® As a leading recruiting and consulting company with offices across North America and Europe, we focus on proactively building a network of highly skilled professionals so that we can immediately connect our clients to the expertise they need and provide rewarding opportunities for our consultants. We leverage over 30 years of recruiting expertise and specialize in fields where superior resource solutions are most in demand.

Oxford Global Resources® and *The Right Talent. Right Now.*® are the trademarks of Oxford Global Resources, LLC. All third-party trademarks are the property of their respective owners.