

CASE STUDY - THE BUSY GROUP

When key stakeholders left at the beginning of the ERP, Payroll and HR project, it caused disarray

OVERVIEW

The BUSY Group were facing a rapid growth trajectory with multiple entities all expanding at pace. They needed systems that would allow them to scale with this growth and automate the large number of manual processes across their Finance, Procurement and HR teams.

The legacy ERP system did not meet the functional requirements including cost splitting and consolidation. HR & Procurement involved a mix of manual processes, basic systems, spreadsheets and duplication of data entry.

SOLUTION

Following 6 months of discovery sessions, it was decided to move forward with the following systems:

- NetSuite ERP
- Aurion Payroll
- ELMO HR
- Workday Adaptive Planning Financial Planning Tool
- NetAsset Fixed Assets
- NetLease Lease Accounting
- Webexpenses Expense Management & Invoice OCR

Following these decisions, Kx2 was engaged to program manage all system implementations and integrations, liaising with multiple vendors, mentoring the in house Project Lead, and driving achievement of milestones.

RESULTS

Successful Go-Live

Go-live was a success, and the team have adapted to the new systems, implementing new processes and increasing functionality and use of all systems post go-live.

HR & Payroll

The HR and Payroll departments were able to adopt new automated streamlined processes and workflows that eliminated duplication of data input with one source of truth.

Finance

Despite the attrition and movement within the finance team, new automated and streamlined processes were able to be implemented across all aspects of finance. The Structure was in place to support forecasting and budgeting for phase 2 of Workday Adaptive Planning across Finance, Payroll, Workforce Management & Fixed Assets.

AT A GLANCE

Challenges

- Multiple systems
- Project Governance
- Ongoing resourcing and team restructuring
- Staff attritions
- Outsourced IT
- Project Fatigue
- Resource & UAT underestimated
- Customisation requests at roll out

Results

- Successful Go-live
- HR and Payroll
- Finance



“Thank you both for the support during this time,

Overall issues going ‘live’ have been very minimal and we are just tweaking our internal processes as we go”

Tracey Cray

The BUSY Group
People & Culture Manager