GAVDI GROUP

Can you introduce us to Gavdi?

We started 21 years ago focussing on HR and Payroll solutions, specifically, back then, SAP HCM. Since 2012, when SAP acquired SuccessFactors, we have transformed our business to also deploying SAP SuccessFactors, along with other 3rd party solutions (e.g. Time & Attendance solutions), and, more recently, ServiceNow HR - we call this Total Workforce Management where we are able to provide our customers with a complete suite of 'best-in-class' solutions to meet their workforce management needs. With over 200 HR and Payroll consultants and 500 successful projects to date, we feel confident in being able to advise customers on HR & Payroll best practices and deploy solutions that meet their exact needs. We have a simple philosophy which is that 'we sell what we can deliver and we deliver what we sell' - and I believe that resonates with our customers too as we have been able to gather over 100 case studies based on our customer Go Lives.

What areas of HR technology are you involved in?

As I mentioned above, we started life as a 'systems integrator' implementing the SAP HCM ERP suite - HR, Time Management, Talent Management and Payroll - with lots of custom development (SAP ABAP to the wholly initiated!). Back in 2012, we also created an SAP SuccessFactors practice - we already knew HR and HR processes, so the transition to SuccessFactors was quite straight forward - in fact, we found it easy due to the quality of the SuccessFactors solution - it covered all of the key processes in HR, was user friendly, with a fabulous, built-for-cloud, user interface and was mobile-ready out of the box. With over 350 successful projects, it proves that point as well as our ability to deliver SuccessFactors on time, on budget and with quality - you can see evidence of that on our website where some of our customers have been kind enough to do videos and testimonials for us.

Of course, whilst SuccessFactors is able to cope with the majority of the HR processes, there are, of course, gaps to be met. As such, we embarked on a programme of aligning with other solution providers and also by creating our own Solution Extensions (Gavdi Products) to better facilitate certain processes - these products, for example, meet the needs of customers for more sophisticated document management and archiving, and by enhancing the recruitment process.

In addition, more recently, we also partnered with ServiceNow - in fact, that is a more interesting story because we partnered with them AFTER we became their customer. It's a great solution and customer interest is very high as it fulfills that need for organisations to engage more with employees and provide intuitive solutions.

Can you explain more about HXMNOW?

When we embarked on our own SuccessFactors transformational journey (and "yes" we do use SuccessFactors ourselves!), we realised that customers wanted to utilise 'best practices' as much as possible - and whilst SuccessFactors has some best practices built into it, there were still many common areas and objects that were requested in 90%+ of our implementations. Working with our colleagues at SAP (who wanted to 'qualify' our solutions) we created our own Gavdi Packaged Solutions ("GPS") which we deliver as either a 'starting point' for our customers, or as a 'solution delivered', we call that HXMNOW. HXMNOW is a solution from Gavdi, using SAP SuccessFactors as its foundations, which digitizes some key processes for customers and a really cost-effective way - we work with customers with 50 employees and

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and for those growing organisations who want to utilise these cloud-based solutions to get HR processes up and running fast, this is an ideal way to start their cloud journey. In fact, if you go to our HXMNOW website (www.hxmnow.com) you can not only find out about the solution, you can find out, using the built-in calculator, how much it will cost - subscriptions, implementation, and ongoing support. We are not afraid of providing pricing as, when you look at it, you are getting world-class solutions, that will improve recruitment, reduce attrition, engage the workforce and improve productivity, all for less than a price of a cup of coffee! Try it and then call or email me for a chat. We like to do these things openly and honestly so there is nothing to lose.

Is there an ideal customer profile or size?

At Gavdi we work with organisations of 50 people and over 100,000+. Our Packaged Solutions will work for any organisation as I previously mentioned. As for HXMNOW, then this is ideally aimed at those organisations who really want to use SAP SuccessFactors and get up and running in weeks not months, at a cost-effective price. They realise that this is a journey and by partnering with Gavdi, who are there every step of the way supporting, they can improve as they gain more confidence with the solution and adopt the processes within. As they change, they can change the solution to suit, or just adopt best practices within - it is all part of the journey. Our customers realise with cloud solutions that "Go Live" is now part of the journey, not a destination in itself. Also, this works in both 'white collar' and 'blue collar' environments as these are easy to use and available via smart devices - you don't need to be sat at a computer terminal anymore to participate - so they are fully inclusive for a diverse workforce.

How long does it take to implement?

Well of course, the typical consultancy answer to that is 'it depends' right? Wrong! With HXMNOW, the Core HR, recruitment, and onboarding/offboarding solutions can be implemented and live, fully tested, in less than 8 weeks. The Talent Management modules in less than 6 weeks. Again, as I mentioned this is part of a journey and we are there every step of the way - for example, this comes complete with Enterprise Support from Gavdi, which includes Release Management (guidance on software updates in plain English, of which there are 4 per year from SAP) so we help and guide clients about how to optimise the solutions deployed. And we guide them about digitizing more processes along the way in the same way. As they grow, the solution grows and the cost per annum remains constant (regardless of other external economic pressures). Customers love this approach as not only is it open and transparent, it also permits them to flex as their business does and we are the only organisation they have to contract and work with - no End User Licence Agreements with the software company to wade through, everything is managed by us - in fact, we do call this a Managed Service, and that is exactly what it is.

We are currently working on HXMNOW 2.0 (not a very original title I'm afraid!) which will also include Payroll - we have a number of best practice payroll solutions for various countries (including the UK) which whilst they are available now for any SuccessFactors project, will be available for our HXMNOW product range, at very affordable prices. Our focus for this area is simple - that it is appropriate for the local market and that it ensures that people are paid on time and accurately.

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