



Complex human capital management...**simplified**

Enabling companies to become best-in-class, talent-based organizations through an integrated Human Capital Management (HCM) foundation. We help companies leverage optimal processes, best practices, and cutting-edge cloud HR technology.



# Team up with the right strategic partner.

**We help clients achieve their HCM cloud vision using:**

Knowing where to start and how to maximize your people, strategy, and systems can be challenging and complex.

Whether you need to improve a single process or improve your entire HCM platform, an experienced partner with broad and deep experience will make the difference between success, failure, and muddling along.

We're blazing new trails with our clients and providing proof that a trusted advisor and partner relationship helps organizations' bridge the strategy to execution chasm. We'll help you develop an integrated Human Capital Management strategy that generates tangible business value through strategic HR practices and infrastructure.

**successfactors**<sup>™</sup>  
An SAP Company



Experience the **HRZ** difference.

- Job Description Solutions
- Healthcare Solutions
- Competency Models
- Solution Architecture
- Process Consulting
- Content Solutions
- Workforce Planning
- Reporting and Analytics
- Program Management
- Project Management
- Deployment Consulting
- HCM Strategy Consulting
- Executive Workshops
- Change Management Communications
- Readiness Assessment

## SUSTAIN AND OPTIMIZE: Our SEE Methodology - Strategy • Execution • Evolution

Regardless of the scope of your needs, HRIZONS® experts take a complete view of where you are and how you want to grow.

Our SEE RESULTS integrated approach carefully considers the current state, then designs a well-planned approach to success.



ALIGN | INTEGRATE | DESIGN



PLAN | BUILD | ENABLE



ADVISE | SUPPORT | OPTIMIZE

### What Our Clients Have to Say



"Our partnership with the HRIZONS team was essential to the success of the project. We could never have completed this project as quickly or smoothly as we did without their help and guidance."

– Director of Human Resources, St. Joseph Medical Center

"Our confidence in our selection to partner with HRIZONS was established early in the implementation. The consultants truly partnered with us on the decisions that were made during the design, testing and rollout of our modules. The HRIZONS consultants brought a wealth of expertise and leading industry knowledge that harmonized well with the NEC team that had clearly defined business requirements from the beginning. This combination made the project a success."

– Director of HR Talent Management/Recruiting and Operations, NEC Corporation

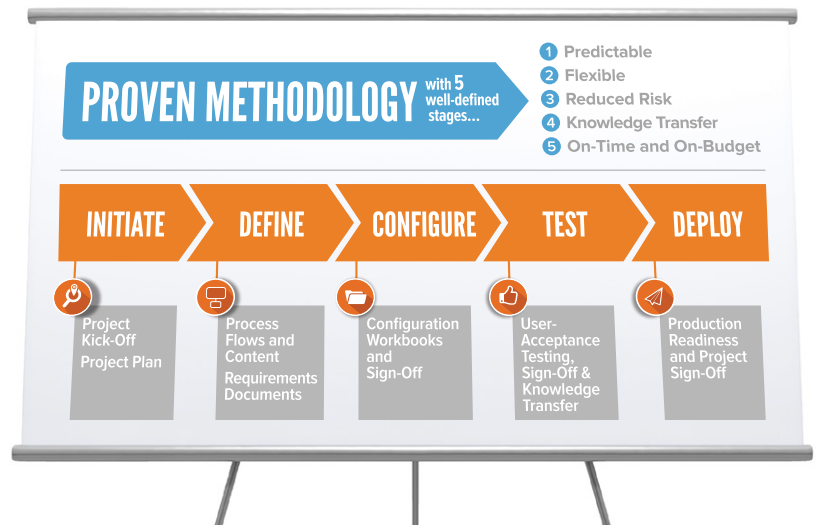
"Our partnership with HRIZONS is helping us realize our vision of a truly integrated talent management system. We're building the infrastructure to support our immediate and long-term goals for talent acquisition, development, retention, and superior performance. It's great to see the vision becoming a reality!"

– AVP of Human Resources, Phoebe Putney Health System

## ONE SIZE DOES NOT FIT ALL: Variable Implementation Methodology

Having worked on hundreds of SuccessFactors implementations since 2006, the HRIZONS team and their clients have come to appreciate the importance of leveraging the right implementation approach for the job. The simple truth – an organization's HR processes are rarely at the same level of maturity or sophistication - so why take the same cookie cutter approach when implementing the modules of your HCM solution?

Our Variable Implementation Methodology begins with a maturity assessment of each in-scope HR process. From this, we consider your program priorities and constraints and recommend an implementation strategy and roadmap that best suits your organization, budget and schedule. Options are explored as needed to arrive at the most appropriate solution for you.



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