

BENEFITS REALIZED

- Immediate ROI (Return on Investment)
- Centralized consolidation of data into a unified tool
- High visibility project delivered on time and with low project effort
- HR team was universally recognized for dramatically improving a broken process which impacted virtually every manager in the company

CHALLENGE

A global footprint without a central HRMS system made central planning and execution of compensation policies an annual nightmare. Rapid growth through acquisitions only exacerbated the problem, making manual processes necessary and error-prone. Recognizing the on-coming train, the newly created HRIS team selected LaserBeam to deliver a Manager Compensation tool with less than 10 weeks to production and several required enhancements to the base product. FocalPoint One was delivered to support 2 cycles: Merit, followed by Bonus a month later.

Customer is a global market leader in the design and manufacture of customized, performance-critical products for wireless and other advanced electronics applications. With over 30,000 employees in 19 countries, their systems are widely distributed across time zones, currencies and languages.

PROCESS IMPROVEMENTS

- Provided an easy to use interface for managers around the globe to make compensation recommendations in their local currency.
- Consolidation of data from multiple sources into a single tool enabled effective scrubbing of the data for the first time, effectively solving the issue of data integrity errors systemically.
- Centralized control and visibility of the process enabled the team to manage the schedule effectively, ensuring a timely delivery
- Efficiencies gained at a low cost (including low impact to the client team) enabled the client to realize a Return on Investment with the first use of the tool, paying for itself several times over.

The logo for Focal Point, featuring the words "FOCAL POINT" in a bold, blue, sans-serif font. The letter "O" in "POINT" is stylized as a blue circle with a white dot in the center, resembling an eye or a lens.

**Compensation
Software**