



CLIENT WINS

Orion Partners is working with the 'Shared Services Transformation Programme', part of the Cabinet Office's e-Government Unit, to help design an HR shared service transformation solution. This is a significant programme as it has the potential to impact the delivery of HR services across the whole of central government.

Breaking news: Orion Partners have just been selected by a major UK organization, with operating sites across the country, to design and deliver assessment centres as part of a significant HR Transformation programme. This project will also involve the design of new career paths for the HR function and the identification of a sophisticated training and development programme for HRBPs, HR Advisors and Service Centre staff to support the behavioural and cultural changes that the new HR organization design requires. We will be able to provide more specific information on this exciting win in our next newsletter.

LONDON SHARED SERVICE NETWORK

The second meeting of the London SSN was held on 26th Jan at SAP's UK HQ in West London. Hosted by the UK HRD Adrian Farley, the event saw two guest slots with Mark O'Dowd from SAP speaking on the topic of leveraging technology and Jane Saunders facilitating a discussion on the role of the Business Partner in a successful SSC implementation. The next event will be hosted by Vodafone and held in London in May. Anyone interested in joining the network should contact catherinipurcell@orionpartners.co.uk

ON-LINE HR TRANSFORMATION CONSULTING TOOLS

Orion Partners has recently launched a set of on-line consulting tools for use on client HR transformation engagements. Modestly named 'Galaxy' the toolset was developed to support the measurement of operational performance in HR shared services to highlight areas where organisation, process or technology changes could bring about improvement to the service.

The Galaxy toolset comprises three main parts:

- A data collection tool that records the volume and nature of communications and contacts coming into an admin operation
- A service level toolset that records elapsed time against each stage of a client-defined HR process
- A reporting suite to analyse and pinpoint key problem areas.

The system has already been successfully deployed in Exel's shared service operation in Milton Keynes who were delighted with the results which helped prove the internal case for further investment in the HR service operation.

Galaxy designer Mircea Albeanu said of the system: "Galaxy is intended to support and enhance the analysis of joint Orion Partners and client teams. We are very pleased with our original pilot version and are now developing version 2 that will offer greater administrative scalability and easier deployment within clients"

For further information on Galaxy contact Allan Boroughs at allanboroughs@orionpartners.co.uk

CONTACT US

If you would like more about how Orion Partners can help your HR function give a better service to the business and at reduced cost, please contact us on +44 (0) 20 7078 6566

Or email us on: partners@orionpartners.co.uk

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PUBLICATIONS

HR Business Partners – the launch

On 9th January Orion Partners were proud to see the publication of their new book, 'HR Business Partners'. The event was celebrated in style with a cocktail party at No 1 Aldwych hotel in London's Covent Garden.

The Orion Partners team were joined by a delightful mix of clients and colleagues who were able to toast Orion's new arrival. In a brief thank you speech (no Oscar ceremony tears allowed!) Jane Saunders, Orion's Chief Executive, thanked all those who had contributed to the book. This included clients who had been interviewed as part of the research and Gower, the book's publisher.

Simon Constance, Director at Orion, also presented an overview of the accompanying website www.hrbusinesspartners.com – a site which provides invaluable additional information for organisations and individuals implementing the HR BP model.

The book has already received very positive reviews and further feature coverage is expected in a number of professional journals.

The book can be ordered from Catherine Purcell at catherinipurcell@orionpartners.co.uk for £35 (including p&p) a saving of £20 on the retail price.

HR Business Partners is also available online through Books24x7, a SkillSoft company. SkillSoft is pleased to offer FREE access for 30 days to Books24x7 where you can access and view this book.

Simply go to <http://www.books24x7.com/gatekeeper.asp?site=13F8C>, fill in your details and you will be given instant access.

NEW DIRECTOR OF BUSINESS DEVELOPMENT

Orion Partners is pleased to welcome our new Director of Business Development, Colin McLean. Before joining Orion, Colin was UK Sales Director for a specialist technology company with responsibility for managing strategic alliances with clients such as Siemens Business Solutions, HP, BP and EDS.

WEB SITE

We have recently relaunched our website to make it easier to navigate and to provide more information covering our services. Please check it out at www.orionpartners.co.uk