

Client News

Orion delivers Oracle HRMS at SCH

Specialist Computer Holdings (SCH) are the largest privately owned IT Group in Europe and have exacting standards for the delivery of technology into their own organisation. Orion were delighted, therefore, to announce this week that they have successfully completed the "coals to Newcastle" task of implementing Oracle HRMS for the SCH UK employee base of 2,500 staff under the Orion Solutions brand.

The project was programme managed over 8 months by Jo Adams from Orion with technical delivery services provided by Bangalore based partner, Sonata. Jo said of the task "SCH pride themselves on delivering a high level of service to their IT clients and given their expertise in this field we needed to demonstrate a similar level of capability and commitment from the outset. We have successfully negotiated the challenges of working with an offshore development team to deliver a highly cost effective, quality solution that fully meets the client's expectations."

Having successfully delivered the core solution the programme, led once again by Orion Solutions, is moving swiftly on to the next phase to deliver self-service capability into HR. For further information please click on the following: www.orionsolutions.co.uk / www.sonata-software.com / www.specialistcomputerholdings.com

Publications and Events

Orion Book Publications: An Orion Partners book entitled "HR business partnering" is to be published by Gower in November 2005. We explore the challenging question of whether the much vaunted Business Partner model has had any real impact on businesses and their relationship with HR. Further details on the launch of the book in our next newsletter, for more information see www.gowerpub.com

Best Practice Workshops: Orion are running two best practice workshops in London over the Autumn for HR practitioners involved in the transformation process:

- **Creating an HR Shared Service Centre** is a two day workshop that has been developed for senior HR professionals embarking on the development of HR shared services.
- **Achieving Excellence as a Business Partner** is also run over two days and is designed for practitioners who wish to increase the impact that HR has on the success of the organisation. The course will provide a comprehensive understanding of the role, competencies and key components of successful HR Business Partners.

For further information and to book contact www.falconbury.co.uk

Commercialising HR event: Orion Partners have been invited by Skillssoft to run an interactive workshop on "commercialising HR", at their forthcoming Customer Forum event in October. Skillssoft are one of the world's leading corporate learning organisations. Their Forum events seek to bring together senior HR and business leaders to consider the key issues and challenges in HR and corporate learning.

Attendees will work with Orion to consider our proposition that to truly add value, HR needs a commercial culture with a clear strategy, strong 'customer' relationships and disciplined management controls. Carefully marketed HR services, customer account management, a disciplined back office and shrewd investment in technology are the hallmarks of a commercial HR operation.

The session aims to provide attendees with an insight into how these can be developed in their own HR functions, and continue the debate on how the function can add most value.

For more information on Skillssoft, go to <http://www.skillssoft.com/emea>

Client Wins

Orion's prestigious client list continues to grow; this month saw the confirmation of Orion in a Business Change role for HM Prison Service. Orion will be playing a key role in delivering a new delivery model for both HR, Finance and Procurement, including a shared service centre operation and the development of their HR Business Partner roles. The project is one of the highest profile transformation programmes in the public sector.

Orion's long standing relationship with Aegon UK continues with Orion taking responsibility for the role of HR Service Desk Project Manager including the design and delivery of service desk operations for an HR team serving a UK employee base of around 5,000 staff.

Orion have been asked by Transport for London to undertake a post implementation review of service centre operations for HR. The project will consider the key performance indicators for the service centre and will assess performance to the business and to individual employees.

London Shared Services Network

The inaugural meeting of the London Shared Services network took place on 21st September, hosted by Hugh Hood, Group HR Director for Transport for London. Attendees included representatives from House of Fraser, Vodafone, Deutsche Bank, Royal Mail and SAP and were treated to a tour of the TfL HR shared services facilities and began to shape the agenda for future gatherings to share best practice in this area.

The network, facilitated by Orion Partners, is an attempt to bring together organisations with similar agendas in HR Services transformation who can learn from each others experiences and success stories. Delegates at the first meeting were enthusiastic about the experience and declared their intentions to attend further events.

Further events are planned in the new year; if you would like to participate in the network please contact us at the following address: information@orionpartners.co.uk

Point of View

Are you in shape to maximise the benefits of eLearning?

eLearning has now firmly moved into the mainstream of corporate learning. Its benefits are proven, the lessons from early adopters largely learned and the technology refined. However, most of the learning from past implementations focuses on the learners and the technology. Volumes have been written about the subject of blended learning, but what about the functions and professionals who must exploit this technology, in HR and L&D.

Simon Constance explores how to maximise and sustain investment in eLearning Solutions <http://www.orionpartners.co.uk/downloads/eLearning050801.pdf>

Orion Partners in bid for fitness shock!

Many thanks to everyone who sponsored Allan and Jane to complete the Windsor half marathon. Several hundred pounds was raised for a variety of good causes. We apologise for the lack of finishing line photos this is solely to protect our brand image!