

## Stories of Digital Transformation

### Summary

Drivestream led the project to transform the client's Oracle EBS system into a robust, agile Oracle Cloud platform, championing user adoption with a rigorous, customized change management program.

Quote from the CHRO "Drivestream's understanding of the unique needs of higher ed has helped ensure that the configuration and customization of the system meet our business requirements"

### About

The client is a private liberal arts college. It has been consistently ranked by several organizations (US News and World Report, Princeton Review, etc.) as a top school for journalism, film, media, and entertainment. It is among the top schools producing Fulbright scholarship recipients.

### Challenges

- Lack of efficient, real-time funds check process and budgeting process campus-wide
- Inefficient Sourcing and Spend processes
- Lack of centralized procurement and spend control
- Lack of self-service options; lot of manual processes
- Paper based spend request, travel authorization and expense reimbursement
- Manual HR and information system with multiple access and edit constraints
- Challenges in implementing Periodic Salary and Complex Benefits rules
- Complex third-party vendor integration

### Benefits Achieved

- Alignment to Industry Leading Modern Best practices
- Achieved a self-service, real-time funds check process for purchase requisitions, travel authorizations and more, campus-wide, achieving enhanced budgetary control

- Achieved standardization of business approval workflows campus wide
- Very limited disruption to business operations achieved by careful planning and execution, risk mitigation, and effective change management
- Migrating to the Cloud helped achieve substantial reduction in IT workload
- Leveraged HCM Cloud to effective segmentation of Staff, Faculty and Student population and implemented accurate business rules
- Improved and Integrated student recruitment process/retention initiatives
- Streamlined HR process with improved Workflow
- Substantially decreased IT workload
- Increased operational efficiency
- Reduced total cost of Ownership

### Results

- Streamlined complex business rules and processes with the HCM Cloud transformation
- Comprehensive digital transformation with email and mobile approvals
- Seamless integration of various systems with diverse Cloud tools and processes

#### Products:

HCM Cloud, Time and Labor, Oracle Payroll, Talent Cloud, Oracle Recruiting Cloud, ERP Cloud, EPM Cloud, PBCS – Financial Statement & Workforce Planning, Change Management Services

#### Legacy Platform:

Oracle EBS R12  
IC Marketplace  
EZ Pay  
BudgetPak