

## Stories of Digital Transformation

### Summary

Drivestream upgraded an existing, but unsatisfactory, Talent-only implementation with a hugely successful multi-faceted implementation, including integration with a complex ADP payroll process.

### About

The client is an integrated specialty pharmaceutical company powered by a robust U.S. generics business and a growing branded business. The company owns ten manufacturing sites and seven R&D sites in the United States, Ireland, and India.

### Challenges

- Previous Oracle Cloud system incorrectly configured; several employees loaded in wrong legal entity
- Multinational implementation across USA, India, UK, Ireland, Germany, and Switzerland
- Disparate country-specific processes; manual collation of data for reporting
- Struggle to track key metrics: source of hire, retention, and quality/productivity

### Benefits Achieved

- Data streamlined to one common reporting platform
- Multiple interfaces built for ADP integration
- Common performance and compensation cycle across the board
- Reduction of manual effort; improved efficiency
- Easy generation of managerial reports that drive actionable changes within the business

### Results

- Visibility into key metrics at every stage of the recruitment process.
- Identification of points of excellence and areas of concern via Talent Dashboard
- Easier and quicker access to all data for reporting
- Common business process across multinational organization
- Establishes platform to support future mergers and acquisitions

#### Products:

HCM Cloud  
TEE Cloud

#### Legacy Platform:

Epicor