

## Stories of Digital Transformation

### Summary

Drivestream worked with a global auto parts manufacturer to modernize their HR function. Prior to this project, they were running their business on a collection of disparate HR systems.

Drivestream completely transformed their HR infrastructure, enabling them to standardize their internal systems across multiple geographies while significantly reducing their IT footprint and infrastructure costs

### About

The client is a \$5.6 billion enterprise with 27,000 employees. They operate in markets across North America, Europe, and Asia.

### Challenges & Objectives

- Deliver an intuitive solution to employees
- Improve efficiency and accuracy across all HCM modules
- Maximize reporting, analytics and workforce intelligence and capability
- Leverage standard functionality to avoid costly customization
- Provide secure capability and solutions for integration with internal and external systems sending and receiving HR data

#### Products:

Cloud HCM  
Global HR  
Goals Management  
Performance Management  
Workforce Compensation  
Benefits Administration  
Talent Pool  
Taleo

#### Legacy Platform:

JD Edwards  
SAP  
IFS  
Nexon  
Tress

### Benefits Achieved

- Streamlined the complex and extensive business rules and processes from across many legacy systems
- A comprehensive digital transformation with email and mobile approvals
- Seamless integration of various systems with diverse Cloud tools and processes
- Complex Strategic Workforce Planning in PBCS
- Achieved Linamar's vision of building a streamlined, enterprise-grade, fully integrated HCM application on a global level
- Improved business agility, which allowed better management of COVID-related HR adjustments

### Results

- Complete global HR transformation across 16 countries, 10 languages & 96 legal entities
- HR achieved the capabilities to align and support the growth plans of the business delivering greater value than previous state
- Significantly reduced IT footprint and infrastructure costs
- Created a user experience that is simple and effective