

# HR Cloud Migration

April 14th



# Introduction/Company Overview



Sobeys Inc. is proudly Canadian, with more than 115 years of experience in the food retail business.

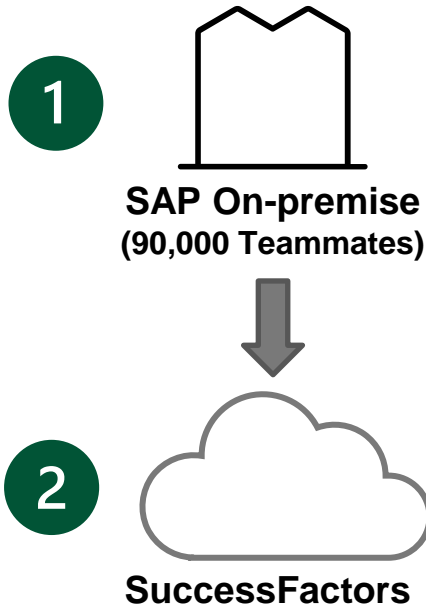
As one of Canada's largest grocery retailers, we serve millions of families in over 900 communities across Canada. With approximately 1,500 stores across all 10 provinces and a growing ecommerce business, we operate under retail banners that include Sobeys, Safeway, IGA, Foodland, FreshCo, Thrifty Foods, Lawtons Drugs and Voilà as well as more than 350 fuel locations.

Sobeys, its franchisees and affiliates employ approximately 134,000 people.



# Prior HR Solutions: On Prem

Sobeys maintained two HR Systems:



## Payroll

Income Data, Deduction & Time

## Employee Administration

Hire, Transfer, Leave, Terminate

## Organization Administration

Position and Org Management

## Talent Solution

Performance, Learning, Recruiting, etc.

# Previous HR Landscape: Challenges



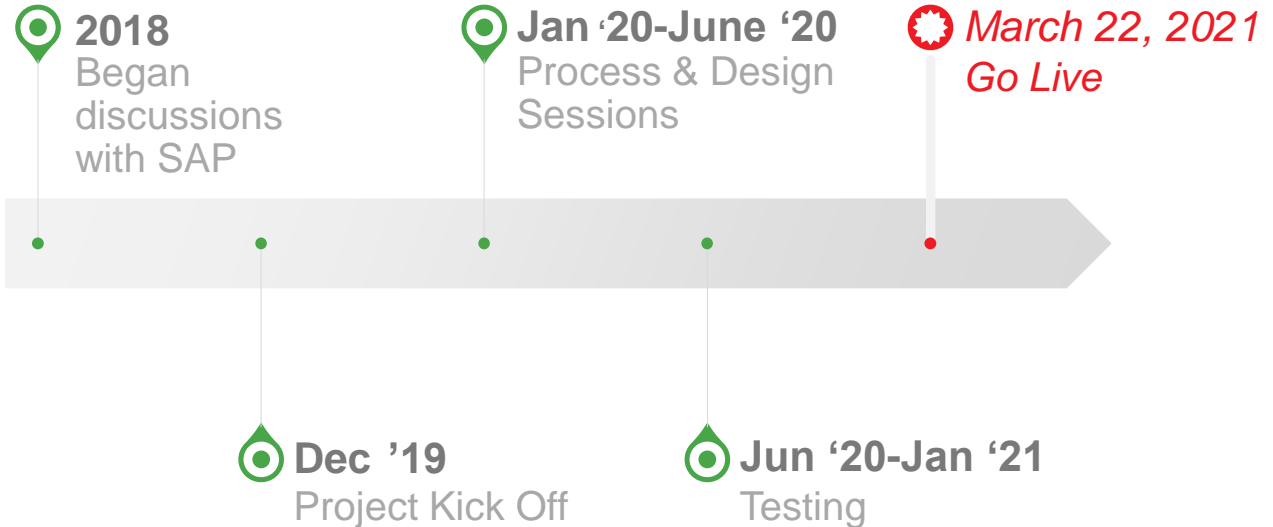
- This landscape created two systems for our teammates and managers to perform HR-related activities.
- The overall experience for our teammates was fragmented
  - **ESS:** Hire, terminate, find pay stub, etc.
  - **SuccessFactors:** Performance, recruiting, learning, etc.
- Limited integrations between the two systems further fragmented the experience
- Foundational changes were required to standardize and address a high level of customization in our On-premise system
- Customized solutions to perform HR transactions in On-premise were nearing end of life and needed a replacement



# Transformation and Implementation

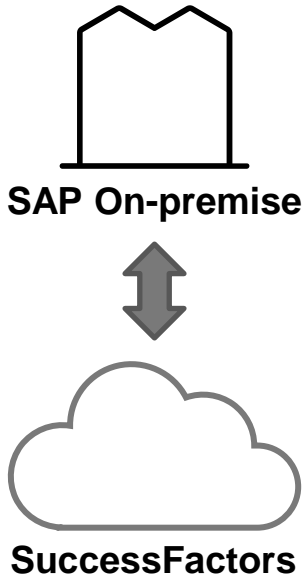


After much consultation that began in 2018, Sobeys decided the way forward for our teammates was a Core Hybrid solution



# Current HR Solution

Sobeys decided on a core-hybrid approach



## Payroll

Income Data, Deduction & Time

## Employee Administration

Hire, Transfer, Leave, Termination,  
Pay Stub & T4

## Organization Administration

Position and Org Management

## Talent Solution

Performance, Learning, Recruiting, etc.

# New HR Landscape: Outcomes

- ✓ Teammates have a one-stop shop for HR-related activities.
  - SuccessFactors: hire, terminate, pay stub, performance, recruiting, learning, etc.
- ✓ HR team members (particularly payroll) are working within the two systems
- ✓ Focused on teammates entering the correct data at the correct time
- ✓ Standardized and reduced the overall level of customization
- ✓ Set the foundation for the future



# Lessons Learned

- Backfill Project Teams on large projects
- Ensure you have the correct people representing the various teammates
- Focus early on security & reporting
- Easy to understand roll up for decisions
- Understand data requirements early
- Clear End to End testing, not just role based
- Don't assume lift and shift
- Ensure proper knowledge transfer to admin teams





# New HR Landscape: Next Steps



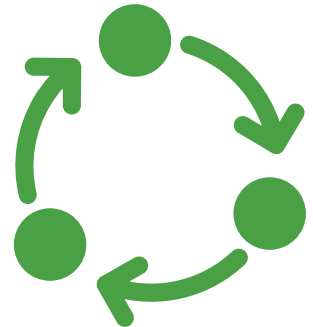
The foundation is set, but we are not done, our focus areas:

## **Onboarding 2.0:**

Continue to improve Onboarding module and improve experience and increase adoption

**Sustainment:** Continue to improve processes & data integrity

**Payroll:** Migration to cloud Payroll solution



# New HR Landscape: Next Steps



The foundation is set, but we are not done, our focus areas:

## Onboarding 2.0:

Continue to improve Onboarding module and improve experience and increase adoption

**Sustainment:** Continue to improve processes & data integrity

**Payroll:** Migration to cloud Payroll solution

## Opportunities for Onboarding:

- Robotic Process Automation (RPA)
- Candidate Data Entry
- Review Roles
- Full End to End
- Enable Rehire

# New HR Landscape: Next Steps



The foundation is set, but we are not done, our focus areas:

## Onboarding 2.0:

Continue to improve Onboarding module and improve experience and increase adoption

**Sustainment:** Continue to improve processes & data integrity

**Payroll:** Migration to cloud Payroll solution

## Opportunities for Sustainment:

- Transfer
- Position Management
- Replication Errors
- Business Rules

# New HR Landscape: Next Steps



The foundation is set, but we are not done, our focus areas:

## Onboarding 2.0:

Continue to improve Onboarding module and improve experience and increase adoption

**Sustainment:** Continue to improve processes & data integrity

**Payroll:** Migration to cloud Payroll solution

## Opportunities for Payroll:

- Current Work Effort to migrate from On Premise to cloud based payroll solution integrated with cloud based time & attendance.

**Q&A**

**???**