

A horizontal decorative bar with a purple-to-blue gradient and diagonal lines.

Multi-Country Payroll Solution - Bridging the GAP

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Introduction

- Globalization is a topic on most organization's Executive Agendas in 2015.
- It cannot be ignored.
- Success of globalization is dependent on PEOPLE.

C H A R T E R

Well articulated
Global Payroll
Strategy

- Different -
 - Locations.
 - Cultures.
 - Languages.
 - Organizational Policies.
 - Timezones.
 - Legislation.
 - Reporting.



Global Payroll Strategy



- ❑ Choosing a multi-country payroll solution ... BALANCING ACT.
- ❑ Clear understanding of the business and vision for growth.
- ❑ Choose a solution that can easily be adapted as the business grow and shrink.
- ❑ To bridge the gap between the employee and employer, you need to be aware of and examine the “changing currents” in the business.
- ❑ This will help determine the type of “payroll bridge” needed.



Which Payroll Bridge?

- Few employees / single country with a clear grasp on the specific rules and regulations for the region -
 - A simple wooden footbridge over a creek.
- Multi-country organizations that are navigating a wide expanse –
 - Firmer footing is required.
- If a flexible deployment is needed –
 - Perhaps a bascule bridge, one that can be raised and lowered to accommodate obstacles.
- Other considerations –
 - Type of structure and construction materials.
 - Conditions it needs to weather.
- High-traffic bridges –
 - Should be durable, able to withstand constant use and not degrade.
- A wooden footbridge –
 - May be fine for a babbling brook, but come rainy season, when payroll changes start pouring and the water levels swell, you'll wish you had a more stable structure.



A Drawbridge?



- ❑ How quickly you need the bridge should also be considered.
- ❑ For unexpected international crossings –
 - ❑ Perhaps you felled a log and used that to cross quickly, but that can hardly be called a permanent solution.
 - ❑ If you have time and budget for construction, perhaps a suspension bridge – although more costly than a log – is what you should consider.
 - ❑ However, most organizations will look for something in between, with a solid foundation, able to withstand the conditions and relatively easy to construct.
- ❑ Organizations with wooden footbridges are usually employing home grown solutions, leveraging office applications to manage their solutions.
- ❑ However, as soon as the waters swell and the payroll becomes complicated, that footbridge will wash away, leaving nothing behind.
- ❑ On the other hand, organizations with disparate solutions have effectively installed drawbridges around each country, managing to implement efficiencies and cost-savings while keeping employees engaged.

What is the goal?

- ❑ To have a system of bridges and connections where the solution implemented matches the challenge it is addressing.
- ❑ Each payroll environment is unique and the challenges varied, there is no single point solution that is ideal for all environments.

- ❑ Considerations –
 - ❑ Best practices and common sense.
 - ❑ Employee growth and sustainability of the business.
 - ❑ The type of employees:
 - Union, exempt, non-exempt, seasonal.

- ❑ Construction considerations –
 - ❑ Regulations.
 - ❑ Frequency of change.
 - ❑ Customization and flexibility can result in the ability to upgrade in the future, as more needs are identified.



Hybrid HR?



- ❑ Look at the competitive landscape –
 - ❑ How are others executing?
 - ❑ Use early-adopters to help determine best practices and help narrow the field on tools to consider.
 - ❑ Consider how the solution should be delivered.

- ❑ Hybrid solutions –
 - ❑ Combining OnPremise and OnDemand solutions.
 - ❑ Single technology backbone –
 - ❑ Maximize flexibility of deployment, while ensuring the integrity of the solution.

- ❑ Remember to take into account the internal stakeholders to ensure that an aligned solution is rolled out globally and you get

SAFELY TO THE OTHER SIDE!!

Critical Step?

- The rollout!!!

- Secure senior management support.
- Locking the budget for the project – **CRITICAL!!**

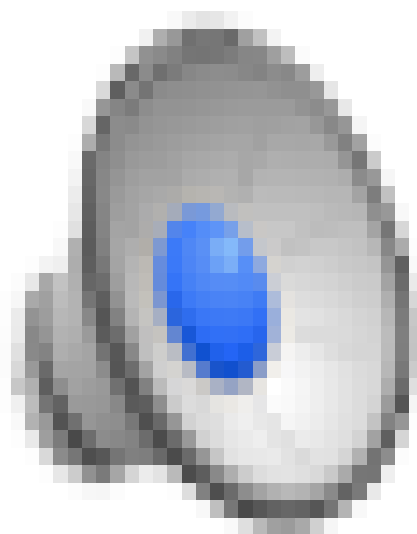
- Work together on the deployment to ensure that the nuances between regions can be addressed before they become issues and that the gap between regions and solutions is bridged.

- So before you start crossing the gaps in your multi-country payroll solution ...
- Take a step back, observe the currents carefully, weigh the various options for bridge building and make your way to the other side, safely.



“Home” Movie





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