UWS

Moving to Online Systems
What systems?
eRecruitment
Talent Management
Integrated Learning, Performance Development, Career, Succession
- **Grounded in the Our People strategy**
  - attraction – reflect and reinforce the brand
  - development
  - enabling

- **Good organisational practice**
  - flexible systems that foster individual activity and aligned with UWS priorities and direction
  - supporting continuous improvement
The overall approach to implementation

- View the 3 year timeframe as an opportunity
- Software as a Service approach - create value
- Phase the impact to administrative and end users
- Be courageous but cautious
- Provide *just in time* communications and training but long term change management
eRecruit

- Focus on the candidate portal for immediate gain
- Introduce functionality in phases
- The challenges of early adoption
- One view of what’s happening with recruitment action
- Support for panel members by finding ways to ease the burden of application review
Moving to eRecruit - experience and lessons learned

- Focus on and support Recruitment Advisors and department admin – champions and future experts
- Ensure broader training moves with you
- Train just in time, train more than you think
- Enlist champions and senior drive
- Mind on the end game, effort on the user view
Learning and Performance (LMS / PDMS)

- Learning access, registration, online learning and learning transcript ... from online to online-web
- Introduce functionality in phases
- Don’t discard the current processes - refine, adapt and focus on opportunity for collaboration
- Online brings access not discipline
- Maintain an overall perspective
- Prioritise the perspective and needs of the end user
Moving to LMS/PDMS - experience and lessons learned

- Implement Learning access first – need drives take up and “Learning” is a safe place
- Let users explore the system features
- Know the local champions – the users’ go-to people and support them
- Performance training focused more on the process for feedback and collaboration than the system
- Mind on the end game, effort on the user view
Help and support is the main focus after go-live

**HR partnering**
*Help with the process, coaching and support in practices*

**Systems helpdesk**
*Help with any system or access difficulties, support to HR and ODU*

**Organisational Development support**
*Help with planning for schools/units, coaching, goal-setting, feedback, MyCareer Online training*
Summary

It’s not *all* about the system.. but a lot of it is
Senior drive and support is the fuel
Don’t hesitate – get the basics right and get it out there
Focus on how the system helps the individual connect with the organisation

Questions?