ABOUT UOW…

• The University of Wollongong traces its origins to 1951 when a Division of the then New South Wales University of Technology was established in Wollongong.

• In 1975, the University of Wollongong was incorporated as an independent institution of higher learning.

• In over 50 years, the University has grown from a provincial feeder college with 300 students to an international university with over 26,000 students spread across three campuses and five access centres. Ranks in the top 2% of universities in the world.

• The University now offers a wide range of courses across nine faculties which incorporate 40 teaching units with over 2,250 FTE staff.
AREAS OF STRENGTH

• Strong research focus and record of achievement

• Ranked in the top 3 for Teaching and Learning over the past 5 years

• Highest level of staff engagement in the sector. Among the highest retention rates in the sector

• Commitment to UOW’s purpose

• Talented people who work together to deliver on goals
OUR VISION

• An integrated talent management system

• Our online HR journey…..

• Software industry response
  • 1st gen – specialist providers
  • 2nd gen – core + add-ons
  • 3rd gen – full product suite
OUR VISION

Employee Lifecycle Process Flow

- requisition creation and approval
- advertising, application and shortlisting
- interview and assessment
- offer
- onboarding
- probation
- performance planner/career development record
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- annual review and development
SELLING THE VISION

- Executive Buy-in. WPP $$$ not the only key!

- Getting everyone else on the bus
  - Reference Group
  - Steering Committee
  - Involve IT early and regularly!
  - Project established as organisational priority
OUR PROCESS

• HR process mapping (Pinpoint HR)

• Reference Group

• Development of detailed Functional Requirement documentation

• Tender process – off our script, not their agenda.

• Blueprint workshop with preferred vendor
OUR PROCESS

• Contract negotiations
• Discovery sessions
• Functional Requirements Specification (FRS)
• User Acceptance Testing
PROJECT MANAGEMENT

- Principles and tools to enhance and preserve the culture of engagement

- **Organisation** and refocusing to maintain a forward vision

- Collecting and sharing information by way of effective **communication** techniques

- Adopting an strong **customer service** approach to all stakeholders thereby forming the basis for good communication and bringing together all parties in a cohesive way.
OUR PARTNER

- Softscape – a leading U.S. based HR talent management provider with a global presence

- One of the first to move into the integrated talent management sphere

- Privately owned company
ACQUISITION!

- Softscape announces merger with SumTotal

- Acquisition viewed by us as a positive move
  - Complementary rather than competing strengths in product mix – a good fit
  - SumTotal adopting Softscape platform
  - More than 1,800 customers and 25 million users worldwide

- Our contract is preserved
WHERE WE ARE NOW?

- Nearly across the line!!

- Rolling out Performance Planning processes for General Staff – Academic staff to follow next year

- Back office Recruitment – then out to faculties

- LMS, probations, increments Q1 and Q2, 2011
What have we learnt?...

- Pre-tender process mapping.

- Design and configuration stage – break it down into stages rather than do it all up front.

- Not enough time face to face in Discovery

- FRS process

- Try to find a friend in high places
Questions?