A GLOBAL NEW-AGE EDUCATION INDUSTRY LEADER REVISITS PEOPLE STRATEGY

Exponentially expanding EdTech player transitions to a modern, all-cloud human capital management platform to improve workforce efficiencies and support acquisition plans.

Abstract

Infolob delivers a major upgrade to a top online learning platform's overall talent and HR competencies by implementing Oracle's Core HCM (featuring Absence Management & Benefits), Performance Management, Time Entry, Payroll, Recruitment & Onboarding – making it a fully-fledged, transformative education facility readily accessible to technology students and enthusiasts everywhere.

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Business Concerns

To fathom the magnitude of the project, the client organization has 2,300+ team members globally with delivery centers in Singapore, Palo Alto, Mexico City, New York, Boston, London, Dubai, Mumbai, New Delhi, and Shanghai.

→ Client is in the business of teaching future-oriented skills by making high-quality education accessible and affordable to people, companies, and governments worldwide.

→ It is in collaboration with 50 top-tier universities across the United States, Europe, Latin America, Southeast Asia, India, and China.

→ Its unique model of state-of-the-art technology, curriculum innovation, and hands-on instruction from senior faculty, mentors, and coaches has educated more than 250,000 individuals across 80 countries.

→ Its operations expand 15+ time zones including the US, LATAM, APAC, and EMEA.

The aforementioned varied business and localization requirements needed a robust HRMS system that supported their ongoing acquisitions and new fundings by determining workflow accountabilities and improving operational efficiencies.

Infolob's Intervention

It started with the client selecting Oracle Cloud HCM as the product for their global implementation, besides other pillars. Infolob identified several opportunities to maximize outcomes while creating a roadmap of activities for the transition, including (a) migrate existing data to the new cloud-based solution and (b) implement integrations with in-house & third-party systems. Some other keynotes of the engagement were:

→ To coordinate with SMEs per location in association with global solution owner/approver to ensure a smooth transition to Oracle Cloud through proper project management along with the retirement of existing apps, processes, and procedures.

→ Leveraging the proven global Design + Pilot + Rollout approach for the project.

→ To use only those resources with past global deployment experience.

→ To focus on reusing and implementing accelerators (data migration, reports, training, and testing).

Business user training and product education baked into the implementation plan.

Business Outcomes

The global operations of the client involving businesses across 15+ countries are now flourishing uniformly with Oracle Cloud HCM as its backbone. Infolob executed complex integrations and created a human resource management platform that acts as a single source of truth with enhanced employee experience.

Infolob also provided user training and product education as part of the implementation project.

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