

IT Case Competition

X6 Strategic Planning

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Outline

- ▶ Introduction
- ▶ HR Analysis Software
- ▶ Centers of Excellence
- ▶ Wrap-Up
- ▶ Questions



HR Analysis Software

X6 Strategic Planning

HR: Current Situation and Target Result

▶ Current Situation

- ▶ Difficulty finding quality college students
- ▶ Aging workforce
- ▶ Stalling projects

▶ Target Result

- ▶ Find and retain quality employees
- ▶ Replace aging workforce with younger employees
- ▶ Complete projects on time and on budget

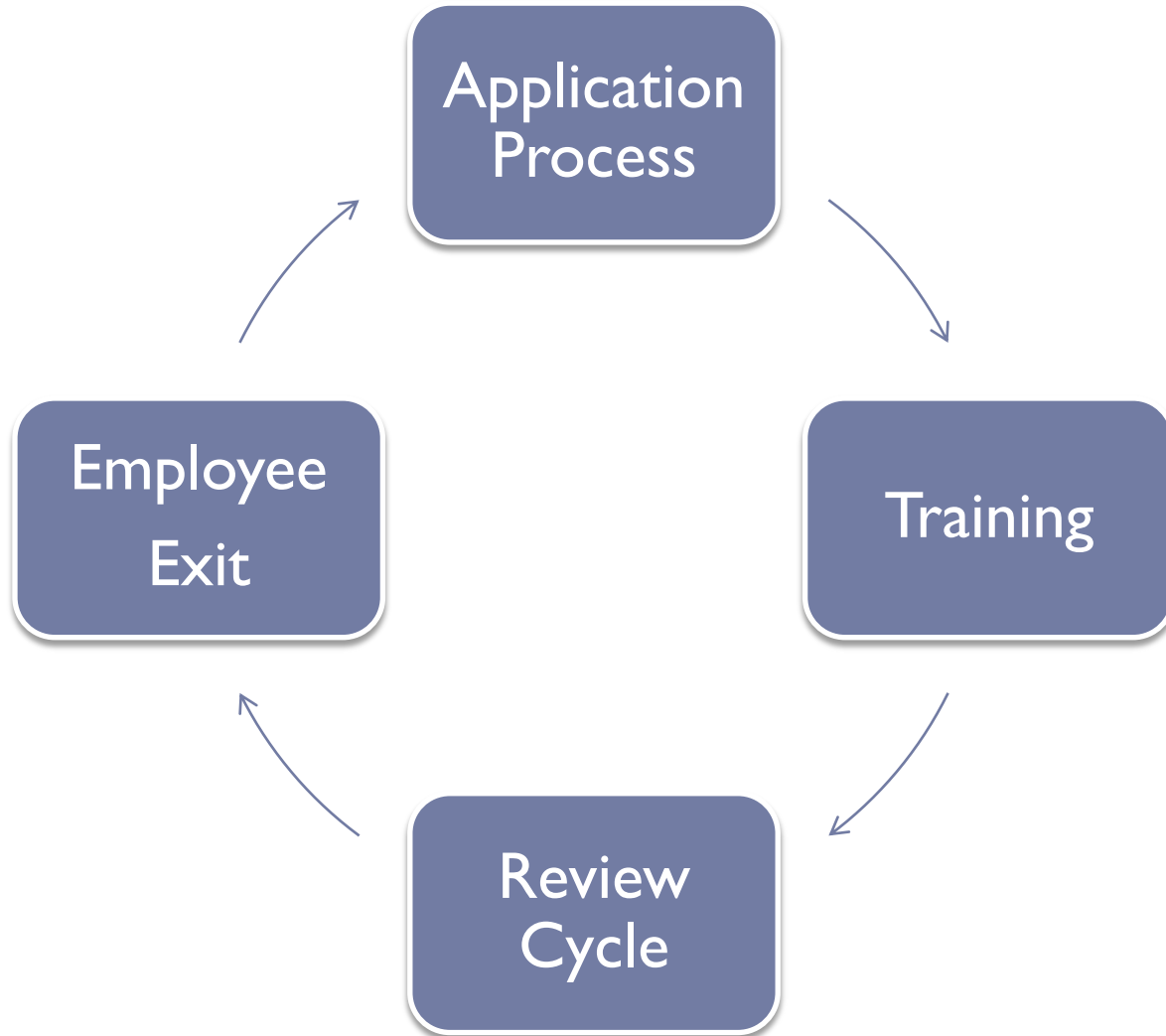


HR Plan: HR Analysis Software

- ▶ Collect data on employees from application to exit
- ▶ Analyze trends in hiring, skills, and investment
- ▶ Use this data to improve efficiencies



HR Analysis Software Cycle



Data Collection

Application Process

- Job Postings
- Employment Applications


Training

- Attendance
- Topics

Review Cycle

- Goal Setting & Achievement
- Employee Progression

Employee Exit

- Exit Surveys
 - Exit Interviews
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Data Analysis

Application Process

- Analyze Posting Effectiveness
- Find common points in hiring

Training

- Popularity trends
- Effectiveness Analysis

Review Cycle

- Goal Achievement Tracking
- Analyze for areas of improvement

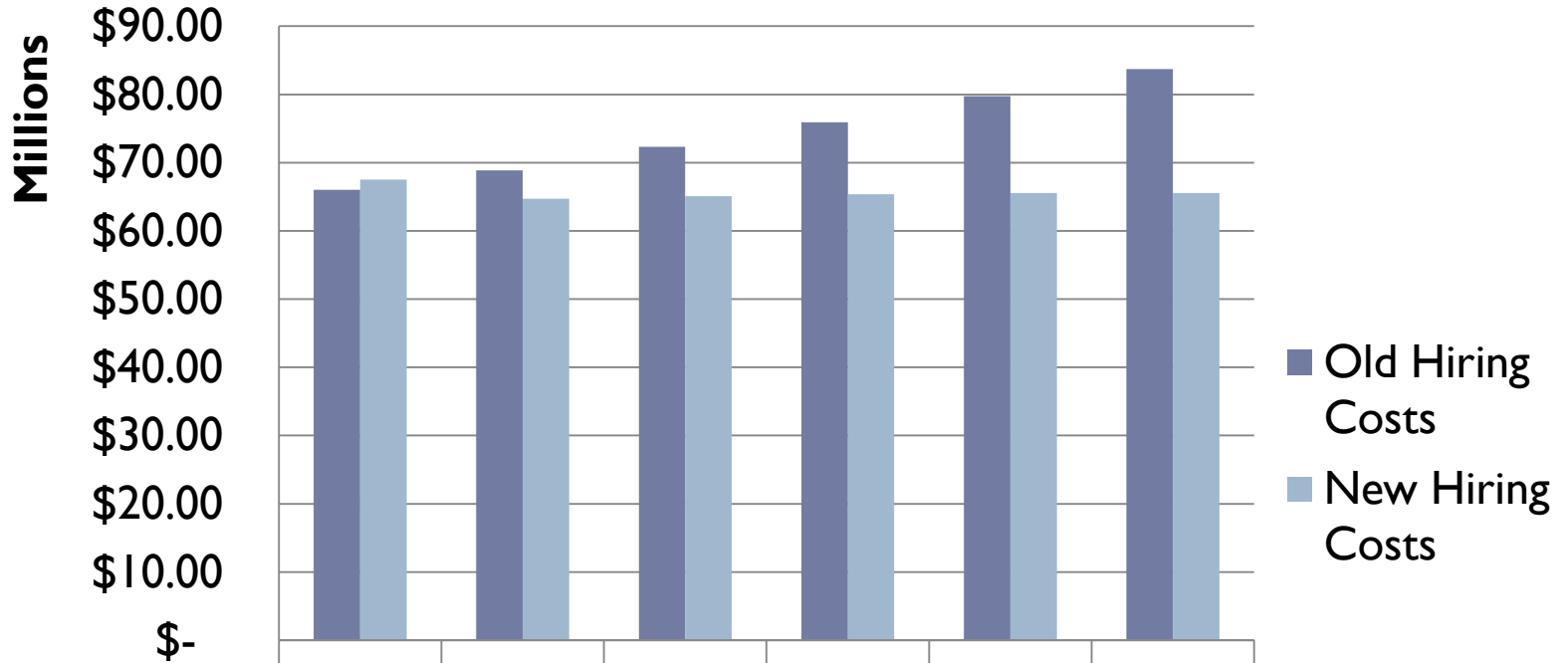
Employee Exit

- Collect employee experience
 - Analyze employee progression
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ROI Analysis

Chart Title



	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Old Hiring Costs	\$66,0	\$68,8	\$72,3	\$75,9	\$79,7	\$83,7
New Hiring Costs	\$67,5	\$64,6	\$65,1	\$65,3	\$65,5	\$65,5





Centers of Excellence



X6 Strategic Planning

CoE: Current Situation and Target Result

▶ Current Situation

- ▶ Field experts are scattered
- ▶ No inventory of experts
- ▶ Wasted money on inefficient methods
- ▶ High troubleshooting, low innovation

▶ Target Result

- ▶ Organized groups of experts
- ▶ Accessible teams
- ▶ Efficient use of employee talents
- ▶ Low troubleshooting, high innovation

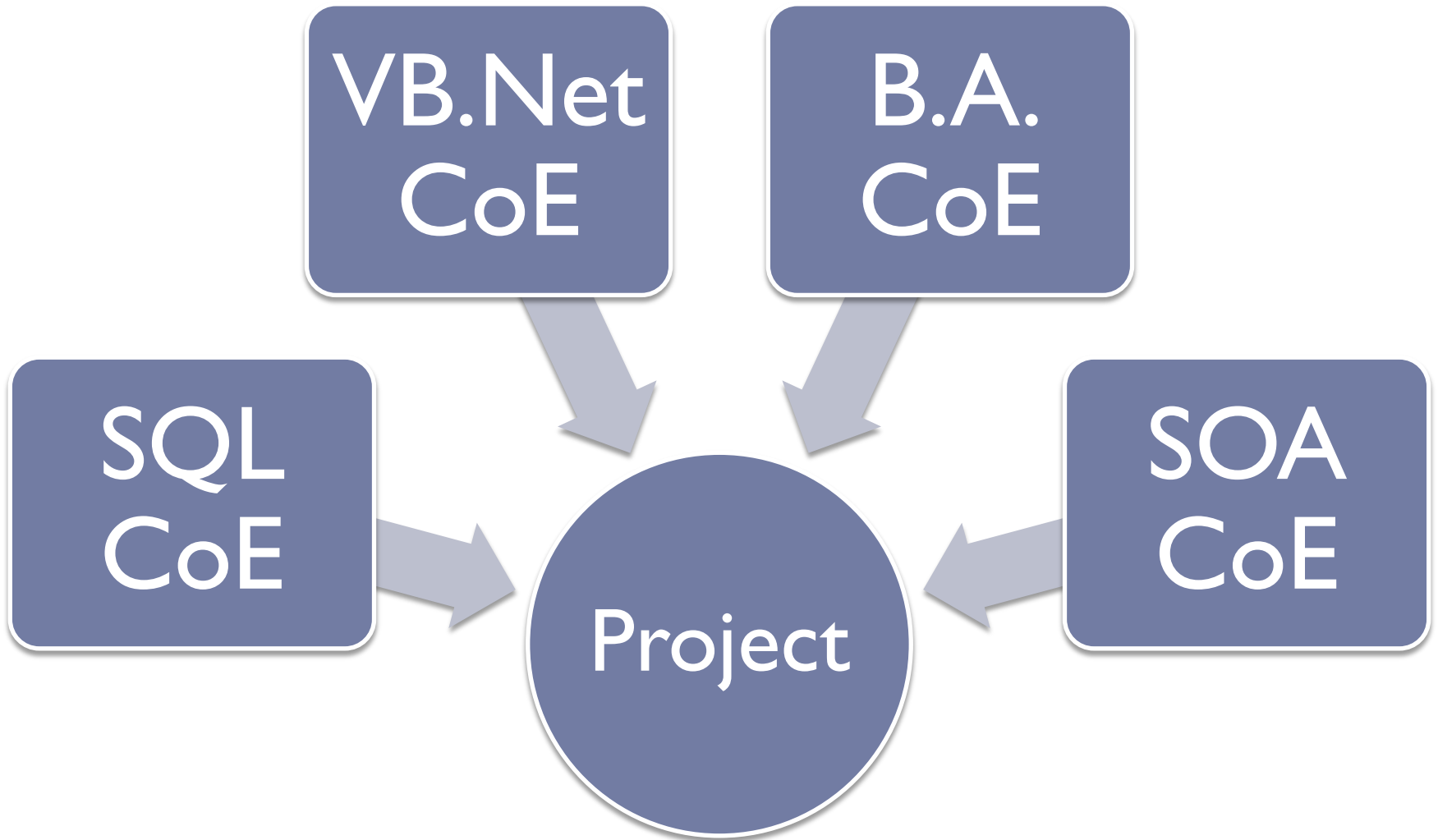


CoE: Plan

- ▶ Create Centers of Excellence using HR Analysis Software
- ▶ Develop standardized methods
- ▶ Use HR Analysis Software to aid in team formation



CoE: Structure



CoE Quantitative Benefits

- ▶ 30% reduction in development time and costs
- ▶ 20% reduction in maintenance costs
- ▶ 25% reuse of components

- ▶ \$100,000 in savings for projects costing between \$250k and \$1m

-Gartner Inc (IT Research and Advisory Firm)



Benefits and Costs

▶ **Benefits:**

- ▶ Standardization of processes
- ▶ Increased documentation quality
- ▶ On budget, on time, more successful projects

▶ **Costs:**

- ▶ Promotions = Increased salary
 - ▶ Hiring new staff to fill their old positions
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Wrap Up

- ▶ Comprehensive and cohesive plan to save money and increase quality
- ▶ Overall Savings
 - ▶ HR Analysis Software
 - ▶ \$56,000,000 in savings over 6 years
 - ▶ Centers of Excellence
 - ▶ 20% to 30% reduction in development and maintenance costs
 - ▶ Increase in on-budget and on-schedule projects



Questions?

