

Human Resources Technology Solutions Network

Recent agenda topics

Best practices

- Mergers and acquisitions: HR/IT best practices and methodologies
- HR metrics – measuring what matters
- Data privacy and security and regulatory overview
- Worker lifecycle management
- Establishing governance among HR, IT and Finance

System demonstrations

- Employee engagement
- Blogging as a communication tool
- Global workforce reporting
- Talent marketplace

Roundtable discussion

- Recent system implementations and key learnings
- New applications recently reviewed and conclusions
- In search of assistance

ERP exchange

- SAP
- Oracle/PeopleSoft
- Home-grown system

A network for directors and vice presidents of HR technology strategy, management, business systems and operations

The Human Resources Technology Solutions (HRTS) network brings together key HR and IT players to discuss developments in HR that can be supported and advanced by effective technology solutions. The network acts as a catalyst, building cooperative relationships among the member companies, and also between the HR and IT groups within the member companies. Members have the opportunity to:

- Share information about their experience applying IT and in planning for future solutions to HR issues
- Exchange approaches and philosophies concerning the management of HRIT
- Explore strategic concerns regarding the use of IT in the area of HR management

Topics range from technical issues (system architecture, web tools, data integration strategies, enterprise portals, data security) to management concerns (talent management solutions, project management methods, e-learning, data privacy, outsourcing and offshoring) as well as covering best practices on a wide variety of issues.

Member meetings

Twice a year, in March and October, members meet for two days to present their own experience and discuss challenges, vendors and lessons learned. With confidentiality as a key component of our meetings, candid discussions are held in the secure knowledge that none of the information will be shared with vendors or other parties.



Member list

Adobe Systems Incorporated
 Advanced Micro Devices, Inc.
 CBS Broadcasting Inc.
 Chevron Corporation
 Continental Airlines, Inc.
 Cytex Industries Inc.
 Dell, Inc.
 GlaxoSmithKline
 Goldman Sachs & Company
 Honeywell International Inc.
 Ingersoll-Rand Company
 Intel Corporation
 Johnson & Johnson
 Maple Leaf Foods Inc.
 Microsoft Corporation
 Northrop Grumman Corporation
 Pfizer Inc.
 Qualcomm, Inc.
 Shell Oil Company
 Wal-Mart Stores Inc.
 The Walt Disney Company

Between-meeting services

Throughout the year, members continue to exchange information through one-on-one discussions and through member-driven ad hoc surveys seeking insights on current issues, practical recommendations and immediate information needs.

In addition, members have access to a confidential members-only website, which includes:

- Company and contact listings
- Past meeting agendas and materials
- Ad hoc survey results
- A searchable database of member-company demographics, along with vendors and applications/systems in use

HRTS member company representatives

Each company is represented by two principal members. Typically, one individual represents the functional side of HRIS/HRIT while the other brings a more technical perspective. Members are responsible within their respective organizations for the strategic direction and development of HR technology along with significant budget and operational responsibilities. In their roles, they are typically responsible for identifying, defining and making decisions regarding new technologies to be applied to HR management.

About Mercer

Mercer is a leading global provider of consulting, outsourcing and investment services, with more than 25,000 clients worldwide. Mercer consultants help clients design and manage health, retirement and other benefits and optimize human capital. The firm also provides customized administration, technology and total benefit outsourcing solutions. Mercer's investment services include global leadership in investment consulting and multimanager investment management.

Mercer's global network of more than 20,000 employees, based in over 40 countries, helps ensure integrated, worldwide solutions. Our consultants work with clients to develop solutions that address global and country-specific challenges and opportunities. Mercer is experienced in assisting both major and growing, midsize companies.