



LIVE WEBINAR

How to deliver global data driven insights for strategic decision making

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Agenda



Reporting – why the need?



Stakeholders – who needs it?



Challenges getting reporting



Reports by department



How to get the reporting you need?



Reporting benefits



Better or Faster Reporting



Of CFOs place reporting in their top five priorities of 2021

NetSuite Brainyard, State of the CFO Role, 2019

New Reporting Requirements



Complete Picture



True Cost of Labour



Business Continuity Planning



Detail in Real-Time



Workforce Management

Challenges

Multi-vendor landscape

Control

Lack of standardization

Timing

Data access

No single currency

Report limitations

No compliance

Why Global Reporting?



Transparency

Cost management

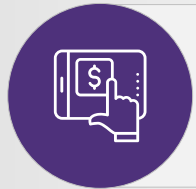
Informed decision making

Global v local

Country and Cost Comparison

C-Suite Demands

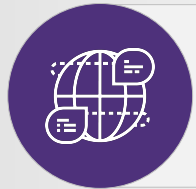
Finance Department – Payroll Reporting Needs



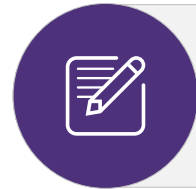
Employer Cost Report



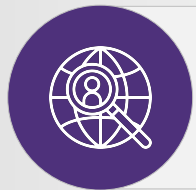
Trends, variances and audit reports



Country Costs Comparisons



General Ledger Report



Headcount report by country



Forecast reports by element category

HR Department – Reporting Needs



Head count – Joiners and leavers

Employee gender bias reports

Cost of employer benefit programs

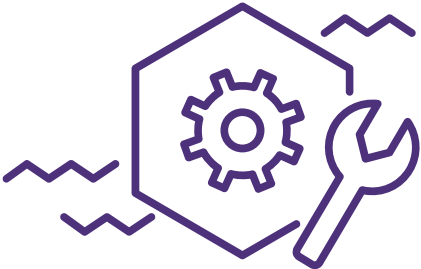
Pension – reports

Local / Regional -
Global view reporting

Employee workdays –
Across countries for global mobility

Earning categories – For compensation and
reward programs analysis

Business Operations – Reporting Needs



Employee working hours, overtime and holiday balances

Total employee cost by country
– region – global

Employer Cost – by pay element type

Business unit and cost centre reports

Headcount across countries

Global Payroll Department – Reporting Needs



Payrun reports – compare current payrun to prior periods



Audit Workflow reports – payroll team and payroll provider performance



Change report to show changes for a period or for an individual employee changes



Variance reports – compare 2 or more pay periods



Multi-Country Comparative Reporting – by total cost or pay element

Making this global reporting a reality

Review currently available reports

Engage stakeholders to find out what they need

Review in-house IT capability

Research provider and technology vendor capabilities

Identify vendor / partners that meet stakeholder requirements

Demo and test reporting modules

Build business case

Reporting Benefits

Visibility

Forecasting

Respond to C-Suite

Workforce management

Strategic insights

Enhanced compliance



Any Questions?

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