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Talent Advisory

Case Study

Helping a Telecom Product Organization Integrate With a Manufacturing Organization

For a listed telecom manufacturing organization

Technology Practice

Background
Our client is a listed telecom manufacturing organization which had acquired a telecom software product organization.

What was the exact ask
The client wanted to create a best in class organization from a people perspective while managing the integration. The objective of the assignment was to create robust processes, support the team in SAP implementation and create programs for increasing employee engagement.

The process
The primary activities that were undertaken included:
- Understanding the as-is situation - current processes vs. to-be state and a diagnostic study of the current policies/programs.
- Creating the process maps for the to-be process and working with the project implementation team to help build the SAP instance accordingly
- Helping design the change management process to be adopted during SAP implementation
- Designing the programs/policies for increasing employee engagement

Project Duration
8 Months