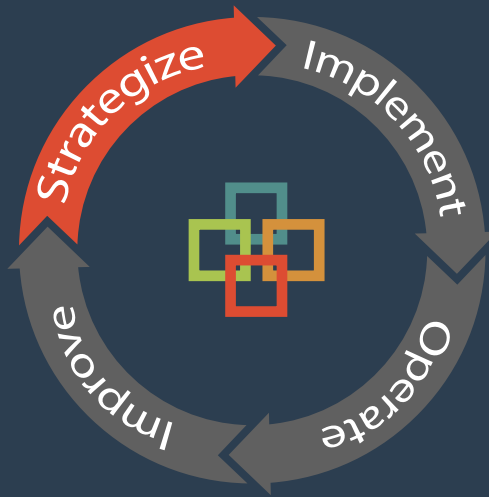


# Strategy & Advisory Services

Sability has deep industry experience serving the enterprise HR function. We leverage this knowledge to assist HR in delivering strategic value to the business and creating a best in class customer experience.



## Vendor Selection and Assessment

We believe the journey to system selection begins with proper planning followed by a thorough, requirements-based evaluation.

### Our Services:

- HR Technology & Strategy
- Business Case Development
- Evaluation & Selection
- Technology & Process Roadmap
- Current State Assessment
- Implementation Readiness
- Contract Negotiation



## HR Operations

We assist clients with driving excellence through HR by focusing on the design of the HR organization, its methods of providing services and the underlying processes.

### Our Services:

- Organization Design
- Service Delivery Model
- Policy & Process Definition
- Benchmarking
- Business Case & ROI



## Organizational Change Management

We identify roadblocks to success and assist with shifting the culture from a position of resistance to one of acceptance and participation.

### Our Services:

- Change Strategy & Planning
- Organizational Readiness
- Stakeholder Analysis
- Change Impact Assessment
- Communications
- Change Agent Network
- Training



## Program Governance

Our Program Governance is more than project planning; it's establishing framework to support complex decisions, align resources and measure performance in order to tie success to business objectives.

### Our Services:

- Governance Structure
- Vendor Management
- Program Management
- Infrastructure Planning
- Risk Management



## Assessments and Audits

We leverage our deep HR industry experience to guide clients through a current state assessment to reveal both risks and efficiency opportunities in the areas of HR operations, processes and technology.

### Our Services:

- Organizational Design
- Service Delivery Effectiveness
- Operational Controls
- Technology Controls
- HRIS Total Cost of Ownership
- Systems Landscape
- Process Efficiency