

HR TECH PROJECT CAPABILITIES MATRIX

Understanding the resources you need at every stage of your HR Tech project

Pinpoint HRM have developed an **HR Tech Project Capabilities Matrix** to help you know: *who* you need, *when* you need them and *what* role they will play on your HR Tech Project.

HR TECH PROJECT CAPABILITIES MATRIX	#1 HR Domain Expertise	#2 Business stakeholders	#3 SLT / Exec sponsor	#4 Change Manager	#5 IT Rep	#6 Project Manager	#7 Cloud HR Tech Expert	#8 System Super User
Current State	○	○	○	○			○	
Future State	○	○	○	○				
Business Requirements	○	○			○		○	
Vendor Evaluation	○	○			○	○	○	
Engagement / Influencing		○	○	○		○		
Governance	○	○	○	○	○	○		
Subject Matter Expertise	○	○					○	○
Process Definition	○	○		○		○		○
Project & Resource Planning				○	○	○	○	
Project Management						○		
Project Documentation				○		○		
Relationship Management				○	○	○		
Implementation / Configuration	○			○	○		○	○
Integration					○	○	○	
Testing	○	○			○	○	○	○
Training		○		○		○		○
Change Management	○	○	○	○		○		○
Roll-out & Stabilisation	○	○	○	○	○	○	○	○
BAU Support					○			○
Reporting and Analytics								○
Ongoing System Optimisation	○			○	○			○