



Human Capital Management Services

Businesses in every industry continue to struggle with constant external competitive pressures, organizational changes, the need to acquire and/or cross train resources with an eye on an ever shrinking or non-existent budget. The iMiH Group provides a variety of professional services in the Human Capital Management area to assist in the fulfillment of your organizations strategic objectives.

Our expert consultants will work alongside your team to help them manage change with the focus on proactive approaches based on best practices. We can help you in the following areas:

- Merger and Acquisitions
 - Business consolidation strategy and execution
 - Business process reengineering
 - System configuration and consolidation

- Vendor Management
 - Access
 - Evaluate
 - Negotiate
 - Metrics
 - Performance and Risk

- Talent Management
 - Evaluation
 - Performance
 - Potential

 - Competency
 - Knowledge
 - Skills
 - Experience
 - Aptitude

 - Market
 - Resource skills alignment to tasks
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- Human Capital Change Management
 - Reasons for change
 - Constant competitive pressures
 - Globalization
 - Resources
 - Technology

- Planning the Go-Forward Road map
 - Goals
 - Objective
 - Agreement
- Organization
 - Task and Team member assignment
- Resources
 - Skill set challenges
- Technology
 - Exponential change
 - Business evolution
- Validation
 - Road-Map vs. Results
- Systems Implementation
 - System and Application Implementation
 - Client-centric custom solutions
 - Application Upgrades
 - Information/database management
 - Ongoing support, maintenance and training
- Data Migration and Validation
 - Data mining and conversion
 - User Acceptance Testing Strategy
 - Parallel Acceptance Testing Strategy
- Mid-Year Tax Reconciliation Services
 - Tax continuity between legacy and new system configuration during application implementation
 - Federal, state and local tax compliance
- Outsourcing
 - Transition Strategy
 - Testing / Validation
 - Acceptance
- Audit and Compliance
 - IRS
 - Sarbanes-Oxley
 - HIPPA



Human Capital Management Expertise

Whether it is a merger, organizational, process and/or technology change, the iMiH Group's success, knowledge and seasoned resources are here to assist your organization with effective, turnkey solutions that will fulfill the strategic initiatives.

Our satisfied customers can attest to the best-practice solutions we've developed over the last 25 years. We understand all of the critical functions that fall under the HR umbrella, and we're here to put your company on the right track.

The following is a sample of the companies and products the iMiH has a wealth of knowledge in:

- Workday
- ADP
- Pay eXpert
- Workforce Now
- PCPW (PC Payroll for Windows)
- PayForce
- Enterprise
- GlobalView
- Streamline
- eTime
- PeopleSoft
- SAP
- Oracle/Sequel
- Kronos