



McLane

The Business

McLane is one of the world's largest companies that buys, sells and delivers more than 40,000 consumer products—including foods, beverages, household items, automotive products and other items—to more than 60,000 retail locations across the U.S., including:

- Convenience Store
- Mass Merchandisers
- Chain Restaurants
- Drug Stores
- Movie Theaters

McLain also provides third-party logistics services to a variety of clients across South America.

Challenges

In any service-oriented business, human resources are one of the most important assets of the organization. The ability to attract, retain and reward the best available employees is a strategic advantage. Armed with this knowledge, McLane recognized the opportunity for improvement in its overall business processes supporting the human resource, benefits, and payroll functions.

Our Solutions

Partners Consulting's Solutions Division, (formerly CPSG) worked closely with the McLane team to convert from a legacy GEAC HRMS / Payroll system to PeopleSoft.

We provided functional and technical expertise in addition to project management for all aspects of the project. The environment for the deployment is AIX-based servers on an Oracle database. PeopleSoft modules include HCM, Payroll and Benefits Administration. To ensure the project progressed on schedule, we used facilitated sessions and rapid prototyping.



McLane chose to phase the implementation by population, due to certain cultural issues. As a result, Partners Consulting developed an extensive conversion system to handle the complications that ensue from this approach.

The project encompassed a total of 8 rollouts within approximately 20 divisions. To add to the complexity, some of the rollouts occurred mid-period, meaning that information such as GL distribution, W2 accumulations and benefits contributions had to be consolidated and reconciled between the legacy and new PeopleSoft systems.

The project team helped McLane determine a set of well-defined goals and metrics for enhancing its HR systems. By working closely with the McLane project team and sponsors to meet these goals, we helped the project stakeholders achieve the following benefits:

- Ability to streamline and centralize core HR and Payroll functions, resulting in tangible cost savings
- Capability to absorb satellite systems into one comprehensive people database, resulting in a higher degree of data consistency and accuracy
- Increased flexibility in the deployment of incentive compensation programs
- Significantly increased insight into operational data
- Increased reporting capabilities

