



Spring Clean Your Sage People System

Refresh, Reset, and Optimise

Time for a System Refresh – Ctrl, Alt, Delete!

Spring is the perfect time to declutter, refresh, and reset - whether it's your workspace, processes, or Sage People system. Just like hitting 'Ctrl, Alt, Delete' on your computer to restart and optimise performance, your HRIS needs regular maintenance to stay efficient, compliant, and aligned with your business goals.

A well-maintained HRIS serves as a single source of truth, integrating seamlessly with other systems to provide accurate, real-time information. However, as businesses evolve and technology advances, periodic reviews are essential to ensure your system continues to support your organisation effectively.

info@tugelapeople.com
+44 (0) 1908 030360
tugelapeople.com

Why is a System Spring Clean Recommended?

Now is the perfect time to refresh your Sage People system. Here's why:

Strategic Alignment

As your organisation grows and evolves, your HRIS must keep pace with business changes, supporting long-term objectives, workforce expansion, and new operational strategies. A review ensures your system is fully aligned with your company's strategic goals and continues to add value.

Sage People Updates

Sage People regularly introduces new features and improvements to streamline processes, enhance reporting, and boost user experience.

Keeping your system up to date ensures you're maximising these benefits. Additionally, with Salesforce retiring Process Builder and Workflow Rules by December 2025, transitioning to Flows is crucial for maintaining smooth automation and unlocking new capabilities.

Legislative Changes

With evolving employment laws, it's more important than ever to ensure your HRIS is configured for compliance. A system review helps you stay ahead of regulatory requirements and avoid compliance risks.

“ I was pleasantly surprised by the high level of detail that the HRIS consultants at Tugela People went into when undertaking the technical adoption overview. Their analysis was beyond my expectations and got me excited about the possibilities. It has made us consider the potential of adopting new features to enhance our use of the HRIS.

Matt Payne, Director of HR (UK)
at Build-A-Bear Workshop UK

The Value of a Technical Adoption Overview

A **Technical Adoption overview**, in the form of a Spring Clean, involves evaluating your Sage People setup to ensure it's running at peak efficiency. As systems evolve and businesses grow, the solution you initially implemented may no longer meet your current needs.

Regularly assessing your HRIS helps you identify inefficiencies, optimise automation, and ensure alignment with evolving business objectives, compliance requirements, and the latest Sage People capabilities. This thorough review is a great starting point to identify gaps and ensure your system is fully optimised for your business's ongoing growth and success.

A **Technical Adoption Overview** allows you to:



Reset Alignment: Keep your HRIS in sync with evolving business needs by reviewing if your system is addressing your needs and set up for future demands.



Prepare and Plan for Growth: Identify and establish a plan to address any additional investment, training, and support needs, ensuring your system is ready to support future business objectives.



Optimise Functionality: Identify ways to improve efficiency and enhance the user experience.



Stay Updated: Ensure you're leveraging the latest Sage People features for better performance and compliance.

“ I do believe this will be a long-term partnership. If the support is working well, there's no reason to change it.

Kerry Hurst, Group Head of HR Operations at Aventum Group



A Simple 4 Step Process

Steps to Spring Clean Your Sage People System

Just like a traditional spring clean, refreshing your Sage People system follows a tried-and-tested, structured approach, ensuring a smooth, pain-free process.

- 1. Book your Sage People HR System Adoption Overview**
One of our experienced Managed Services HRIS consultants will then schedule a call with you to determine your system priorities and identify the key focus areas.
- 2. A Collaborative System Review**
A thorough review of your Sage People system and its functionality will be undertaken, pinpointing opportunities for development and optimisation.
- 3. Presentation of findings and Recommendations**
You will receive a detailed written report documenting our findings, offering actionable recommendations, and outlining the best next steps based on your business priorities.
- 4. Next Steps Discussion**
Together, we'll discuss how to move forward with any recommendations—whether that means a follow-up system health check, scoping a new project, or accessing additional support from our Managed Services team.

“ Leveraging Tugela People’s wealth of experience and their creative problem-solving approach, we always end up with robust solutions that can be quickly implemented

Kerry Shields, Talent Experience Lead,
Starlight Children’s Foundation, Australia

How Tugela People’s Managed Services Can Help

Spring cleaning your system doesn’t have to be overwhelming. Tugela People’s Managed Services team offers expert guidance to help you refresh, reset, and optimise your Sage People system.

Once you have completed the Technical Adoption Overview, you can take advantage of our ongoing Managed Services support. Tailored to your requirements and budget, you can choose from either our Retained Monthly Support or Support Bundles. Having ongoing Managed Services provides essential assistance to ensure that your system continues to support your people function and company. Additionally, it empowers you to implement all the agreed recommendations highlighted in the Technical Adoption Overview.

Our services include:

- Comprehensive System Reviews**
Identifying areas for improvement and opportunities for optimisation.
- Customisation and Configuration**
Tailoring your Sage People system to fit your business needs.
- Expert Guidance on Transitions**
Supporting you through changes, such as the migration to Salesforce Flows.
- Ongoing Support and Training**
Ensuring your system continues to run smoothly and efficiently.

Press Reset

Get your HRIS running at peak efficiency by scheduling your Technical Adoption Overview today.

Partnering with Tugela People provides you with expert support at every step of the process.

Contact +44(0) 1908 030360/ info@tugelapeople.com or visit our website and ensure your HRIS is running at peak efficiency.

Tugela
PEOPLE

tugelapeople.com