

Title

The Essential Guide to Choosing the Right HCM for Your Organization with Margaret Godwin

Show Summary

In this episode of the "HR Mixtape" podcast, host Shari Simpson welcomes Margaret Godwin, the HR Technology Consulting Practice Leader at Hyland. With over 25 years of experience in HR technology consulting, Margaret shares her insights on selecting the right Human Capital Management (HCM) system for organizations. She emphasizes the importance of a thorough discovery process, the need for stakeholder involvement, and the critical factors HR professionals should consider when evaluating HCM solutions.

Key Takeaways:

1. **Discovery Process is Essential** : Start with a comprehensive needs assessment involving all stakeholders to ensure the selected HCM aligns with organizational requirements.
2. **Integration Testing** : Understand the integration capabilities of potential HCM systems by documenting existing systems and asking vendors about their experience with those integrations.
3. **Employee Involvement** : Engage employees in the selection process through surveys and demos to gather feedback on their needs and pain points, ensuring the new system enhances their experience.

Tune in to gain valuable insights that will help HR professionals make informed decisions when selecting HCM solutions, ultimately improving workforce management and employee experience.

Hashtags

#HRMixtape #HCM #HRTechnology #EmployeeExperience #AlinHR
#HRConsulting #WorkforceSolutions #TechForHR #HRBestPractices
#HRLeadership

LinkedIn Post

New Episode Alert: Navigating the HCM Selection Process with Margaret Godwin!

I'm thrilled to share the latest episode of the HR Mixtape, where I had the pleasure of speaking with Margaret Godwin, the HR Technology Consulting Practice Leader at Hyland. With her extensive experience in both large enterprises and SMBs, Margaret provided invaluable insights into selecting the right Human Capital Management (HCM) system for your organization. Here are three key takeaways from our conversation that every HR professional should consider:

1. **Start with Discovery** : Before diving into the vendor market, it's crucial to conduct a thorough discovery process. Margaret emphasizes the importance of identifying your organization's specific needs and wants. Involve all stakeholders—managers, senior leaders, and even tenured employees—to ensure that you document what is essential versus what would be a nice-to-have. This foundational step will guide you in evaluating potential systems effectively.
2. **Don 't Underestimate the Evaluation Process**: One of the biggest pitfalls HR professionals face is underestimating the time and effort required for a proper evaluation. Margaret suggests allocating at least six to eight weeks for this process, which includes discovery, demos,

proposals, and reference checks. It's essential to ask the right questions during demos and push vendors to demonstrate how their systems can address your unique challenges. Remember, you're not just looking for a shiny new tool; you need a solution that fits your organization's specific needs.

- 3. Engage Employees in the Process** : As we shift towards a more employee-centric approach, involving employees in the HCM selection process is vital. Margaret recommends conducting surveys to gather feedback on current systems and bringing employees into demo sessions. Their insights can help you identify potential pain points and ensure that the new system enhances their experience rather than complicating it.

I hope you find these insights as enlightening as I did! Tune in to the full episode for more expert advice from Margaret on navigating the complexities of HCM selection. Let's make work feel less like work together!

#HRMixtape #HCM #HRTech #EmployeeExperience #Podcast


Twitter Thread


1/7 Excited to share our latest episode of the HR Mixtape featuring Margaret Godwin, HR Technology Consulting Practice Leader at Hyland! We dive deep into selecting the right HCM for your organization.


2/7 Margaret emphasizes the importance of starting with a discovery process. Understanding your organization's needs and wants is crucial before diving into vendor evaluations.

3/7 One key takeaway? Don't underestimate the time it takes to evaluate HCM solutions! Margaret suggests giving yourself at least 6-8 weeks for a thorough selection process.






4/7 Are you testing integrations? Margaret shares how to approach this often-overlooked aspect. It's essential to understand both sides of the integration equation—your HCM and the other systems involved.

5/7  Want to ensure your new system meets employee needs? Involve them in the process! Margaret recommends conducting surveys and bringing employees into demo sessions to gather valuable feedback.

6/7  Curious about the role of AI in HCM? Margaret discusses how AI can help analyze data and provide actionable insights, but reminds us to use it as a tool, not a replacement for human judgment.

7/7  Tune in to this episode for practical advice and insights that can transform your HR tech strategy! Listen now: [insert podcast link] #HRMixtape #HCM #HRTech #AlinHR #EmployeeExperience

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

1.  Excited to share our latest episode featuring Margaret Godwin, HR Technology Consulting Practice Leader at Hyland! Discover how to select the right HCM for your organization and avoid common pitfalls. Tune in now! #HRTech #HCM #Podcast
2.  Are you considering a new HCM system? Margaret Godwin shares essential tips on the discovery process and the importance of involving stakeholders. Don't miss this insightful conversation! #HRMixtape #HRConsulting #EmployeeExperience
3.  Did you know that testing integrations is crucial when selecting an HCM? Join us as Margaret Godwin discusses how to set expectations and ensure a smooth integration process. Listen to the full episode! #HRTech #Integration #Podcast
4.  AI is transforming HR! In our latest episode, Margaret Godwin explores how AI and machine learning can enhance HCM software and improve employee experience. Check it out! #AlinHR #HCM #HRMixtape
5.  "Find a consultant to help you." - Margaret Godwin. If you're navigating the HCM selection process, this episode is packed with strategic advice you won't want to miss! Listen now! #HRAdvice #HCMSelection #Podcast

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📢 New Episode Alert! 📢






Hey everyone! I'm excited to share the latest episode of *The HR Mixtape*, where I had the pleasure of chatting with Margaret Godwin, the HR Technology Consulting Practice Leader at Hyland. We dove deep into the world of Human Capital Management (HCM) systems and how HR professionals can navigate the selection process effectively. Here are my top three takeaways from our conversation:

1. **Start with Discovery** : One of the most critical steps in selecting an HCM system is the discovery process. Margaret emphasized the importance of understanding your organization's specific needs and wants before diving into vendor evaluations. Involve all stakeholders—managers, senior leaders, and even tenured employees—to document what features are essential versus nice-to-have. This foundational work will guide you in finding the best fit for your organization.
2. **Don 't Underestimate the Evaluation Process**: Selecting an HCM system is not a quick task! Margaret pointed out that many companies underestimate the time and effort required for a thorough evaluation. She recommends allowing at least six to eight weeks for the entire process, which includes discovery, demos, proposals, and reference checks. This time investment is crucial to avoid surprises later on, especially regarding service models and integration capabilities.
3. **Engage Employees in the Process** : As we shift towards a more employee-centric approach in HR, Margaret highlighted the importance of involving employees in the HCM selection process. Simple actions like sending out pulse surveys to gather feedback on current systems can provide valuable insights. Additionally, bringing employees or managers who will use the system into demo sessions can help ensure that the chosen solution meets their needs and enhances their experience.


I hope you find these insights as valuable as I did! Tune in to the full episode for more expert advice and practical tips on navigating the HCM landscape. 


#HRMixtape #HCM #HRTech #EmployeeExperience #Podcast

Instagram Caption

1.  Ready to elevate your HR game? Join us in the latest episode of the HR Mixtape as we chat with Margaret Godwin, an expert in HR technology consulting! Discover the key factors to consider when selecting an HCM for your organization. Tune in now! #HRMixtape #HCM #HRTech
2.  Are you overwhelmed by the HCM selection process? You're not alone! In our latest episode, Margaret Godwin shares invaluable insights on how to navigate the complexities of HR technology. Don't miss out on these expert tips! #HRConsulting #TechTalk #EmployeeExperience
3.  Did you know that involving employees in the HCM selection process can lead to better outcomes? In this episode, we discuss how to gather feedback and ensure your new system meets everyone's needs. Listen now for practical advice! #HRStrategy #EmployeeEngagement #HRMixtape
4.  AI is transforming the HR landscape, but how can you leverage it effectively? Join us as we explore the role of AI and machine learning in HCM software with Margaret Godwin. Get ready to embrace the future of HR! #AlinHR #MachineLearning #HRTech
5.  Feeling lost in the sea of HR technology options? Margaret Godwin emphasizes the importance of a strategic approach to HCM selection. Discover how to narrow down your choices and make informed decisions in our latest episode! #HRTech #HCMSelection #HRMixtape

TikTok Caption

1.  Ready to level up your HR game? Join us as Margaret Godwin shares her expert tips on selecting the right HCM for your organization! #HRMixtape #HCM #HRTech
2.  Are you making the most of your HR technology? Discover the critical factors to consider when choosing an HCM system in our latest episode! #HRConsulting #TechTalk #EmployeeExperience
3.  Don't let integration headaches hold you back! Tune in to learn how to effectively test integrations and ask the right questions during demos. #HRTech #Integration #Podcast
4.  AI is transforming HR! Find out how to leverage AI and machine learning in your HCM software to enhance employee experience and streamline processes. #AIinHR #MachineLearning #HRMixtape
5.  Want to avoid common pitfalls in HCM selection? Margaret Godwin shares her top advice for HR professionals navigating the tech landscape. Don't miss it! #HRAdvice #HCMSelection #PodcastEpisode