

Optimize HR through Automation with Modern Human Capital Management

THE PROBLEM: HR LEADERS FACE PRESSURE TO STRENGTHEN THE BOTTOM LINE

HR leaders today are under increasing pressure to drive business value and help CFOs and CEOs strengthen the bottom line. Rising healthcare costs, the complexity of managing a workforce that spans five generations, ever-evolving federal and state regulations, and an unpredictable economy marked by trends such as "quiet quitting" and "job hugging" are stretching HR teams thin.

THE SOLUTION: PROCESS AUTOMATION THROUGH MODERN HCM

For teams whose work is largely administrative and transactional, tackling these challenges can feel daunting. That's where process automation comes in. Many organizations remain caught in the mindset of 'this is how we've always done it,' perpetuating inefficiencies and missed opportunities.

Consider a simple example: If a manager completes a personnel action form in Microsoft Word or by email to initiate a transaction, the work could be done more efficiently within an automated workflow. By embedding routings and controls directly into an HR system, the manager initiates the same action digitally with less effort, greater accuracy, and complete auditability.

Fully automating workforce processes through a modern Human Capital Management (HCM) platform not only eliminates manual tasks and repetitive follow-ups, it also improves compliance, data integrity, and visibility across the workforce.

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- HCM technology landscape is ripe for consolidation with established platforms acquiring point solutions specializing in AI capabilities.
- Leading HCM vendors are doubling down on AI, machine learning, and knowledge management investments to elevate the employee experience, delivering intelligent self-service, personalized content, and real-time answers that enhance productivity and engagement.
- Organizations are moving towards a skills-based approach to assessing and aligning talent to open needs in response to labor challenges, opening the door to internal career mobility opportunities, an attraction and retention lever.

Optimatum Solutions helps clients navigate this automation journey from process design to technology stack assessment and system implementation through change management and adoption, freeing HR to focus on what truly drives growth: talent, culture, and the employee experience.

ABOUT OPTIMATUM

Optimatum is a vendor management firm that focuses exclusively on the HR supply chain with turnkey solutions that improve the financial and operating performance, transparency and accountability of HR and Benefit programs while still maintaining existing vendor relationships. We also support HR leaders through optimization of Human Capital Management (HCM) processes and systems.

Our support delivery of the HR workstream during the M&A lifecycle encompasses operational due diligence, day-one readiness and post day-one synergies. We assist sponsors in leveraging the aggregate purchasing power of their portfolio to capture value and drive margin expansion.