

TURN YOUR HUMAN RESOURCES INTO HUMAN ASSETS



It is often said that a company's most valuable resource is its people, but people alone do not define the success of an organisation. The synergy that exists between people, processes and technology is what will realise the value contained within the human resources function – allowing it to become an asset to the organisation.

FREEDING YOU FROM “PILING AND FILING”

Since 2001, Swicon360 has been developing, evolving and refining a set of services and tools in the Human Capital Management (HCM) space to unlock the value of Human Resources. A series of intelligently-engineered partnerships, acquisitions and alliances means that Swicon360 is able to provide customised solutions that address any HCM need that your organisation might have.

With the tools and services that Swicon360 provides, your human resources will become a centre of strategic value within your organisation.

We aim to:

- Understand your requirements
- Assist you in sticking to legislation
- Ensure that you have the right tools in place
- Enable you to manage your human capital
- Ensure the rapid improvement of your bottom line

THE FLEXIBILITY OF TRUE CUSTOMISATION

At Swicon360, we also know that the needs of every business are different – especially when you are dealing with something as diverse as people. Couple this with the fact that legislative requirements change all the time, and it's immediately apparent that there will never be a one-size-fits-all HCM solution for any company.

When we say we offer customisable solutions to suit your business needs, we don't mean that we will customise a technology roll-out within your company's parameters. Instead, through our specialised business units headed up by leaders in their respective fields with a broad understanding of the needs of human asset management, we can deliver solutions on any level and support any functionality, in part or as a whole solution.

Our combination of technologies, methodologies and expertise makes a relevant, permanent and measurable difference to the way that your organisation manages its human assets.

SOLUTIONS COURTESY OF SWICON360

At Swicon360, we believe in putting the very best people in the industry on the job, but we also know that the average company can't afford the price tag that comes with employing industry leaders. We retain the services of such people, enabling you to capitalise on their expertise as and when you need it, be it in strategising a performance management solution, keeping you abreast of legislative changes or even serving on your board to ensure representation of the newly-conceptualised HCM function.

We also provide shared service business process outsourcing, tailored to your company's needs, because we believe that wherever technology can provide a solution for Human Capital Management in business, Swicon360 must offer a service. With our solutions in your business, your systems will offer fair remuneration, performance and leave management and talent management. Our experts are happy to manage your payroll and take management headaches off your hands, so that you can focus on the running of your core business – because Human Capital Management is ours.

SWICON360 PEOPLE
HUMAN ADVANTAGE ARCHITECTS
 Organisational design, development, rewards, change management, performance management

SWICON360 SAP CONSULTING
 SAP consulting, implementation of technical HCM solutions

SWICON360 OUTSOURCING SERVICES
 Outsourcing services, HCM BPO solutions



Human Asset Management Services
 Management advisors and consultants, SAP HCM consulting and implementations, outsourcing services and solutions, support services, SAP basis support, time and attendance solutions

SWICON360 TIME
 Workforce Management solutions: Time and attendance solutions, access control solutions

SWICON360 SUPPORT SERVICES
 SLA based services like post go live support, end user support, application management and support, HCM application improvements

SWICON360 SAP BASIS
 SAP Basis support and maintenance, support solutions for SAP implementations and outsourcing solutions

The full view of Swicon360

We currently provide the following services:

- Organisational design, development, rewards, change management, performance management
- HCM Consulting
- HCM Business Process Re-Engineering
- Business Management Consulting
- SAP® Implementation
 - Maintenance
 - Coaching & Support Services
 - Training
- HCM Support Services
 - Outsourcing solutions
- Outsourcing
- Workforce Management Solutions
 - Time & Attendance solutions
 - Access Control solutions
- SAP Basis support and technical implementation support

WHY TALK TO SWICON360

We are business professionals who specialise in providing HCM business solutions to help your business retain and realise true value from your most valuable assets – your people. Swicon360 offers solutions that provide a strategic edge and competitive advantage for your HCM and business needs.

For us, technology is the tool we use to make your job so much easier, and we are beyond being merely consultants. We can deliver solutions that allow your HCM Solutions to add value and provide functionality in ways you have never imagined.