



NNAHRA
NATIONAL NATIVE AMERICAN HUMAN RESOURCES ASSOCIATION

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To Cloud, Or not to Cloud. *That is the Question!*

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Dan Price

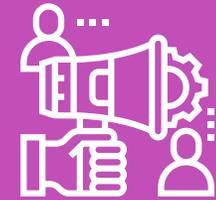




The HCM Journey
And
How Industry
Trends Align



Key Motivators
to change or not
to change



Talking Real, FAQs
& Supporting
Material



Are you considering an HCM cloud decision?



WHAT IS CLOUD COMPUTING?



HOW DID WE GET HERE?

The HCM Journey

- Buy Blue (IBM)!
- Flat Files
- Payroll-driven

Mainframe
Legacy



- Super Minis like DEC/VAX & IBM AS/400s
- PC Evolution
- Reduce IT overhead, Business Users more interactive

Mini & PC
Legacy



- The GUI is born! (Graphical User Interface)
- PeopleSoft pushes industry to be graphical and relational
- Users begin to care about the way they interact and use software

Client
Server



- Year 2000 Compliance
- Buying ERP Suite (Financials & HR/Payroll)
- Browser-based/thin client presentation
- “Outsourcing” organizations environments becomes relevant (SaaS Precursor)

Millennial
Coverage



- Mobile Emergence
- Social websites & apps
- Point Solutions to address Recruiting, Performance, Compensation
- Solutions are delivered as-a-service - SaaS Explodes!

Social
Explosion



- Pandemic forces a new work model
- Employee Engagement
- Great Resignation
- Cloud Providers – AWS, MS Azure, Google Cloud and others grow public confidence

A New
Work



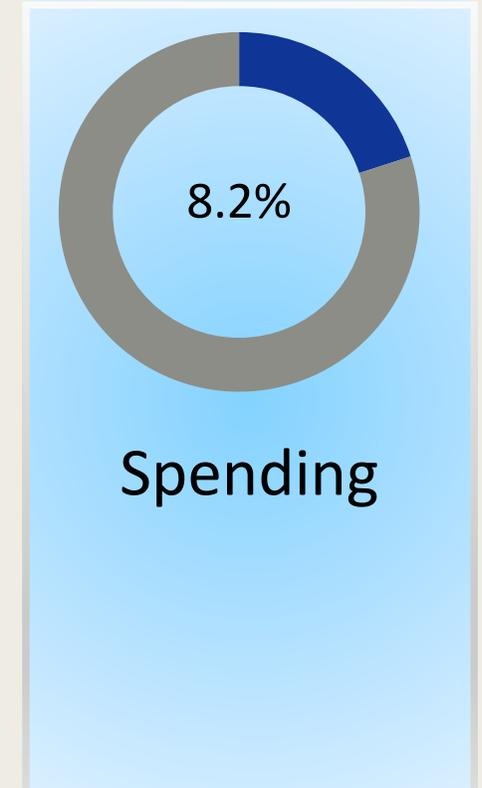
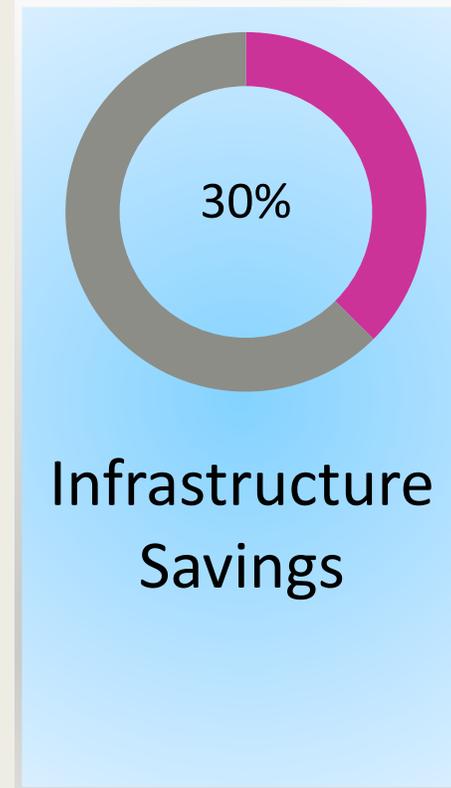
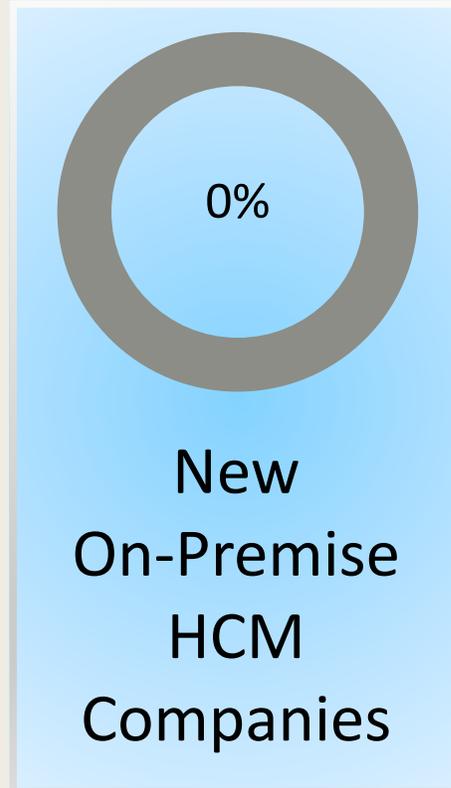
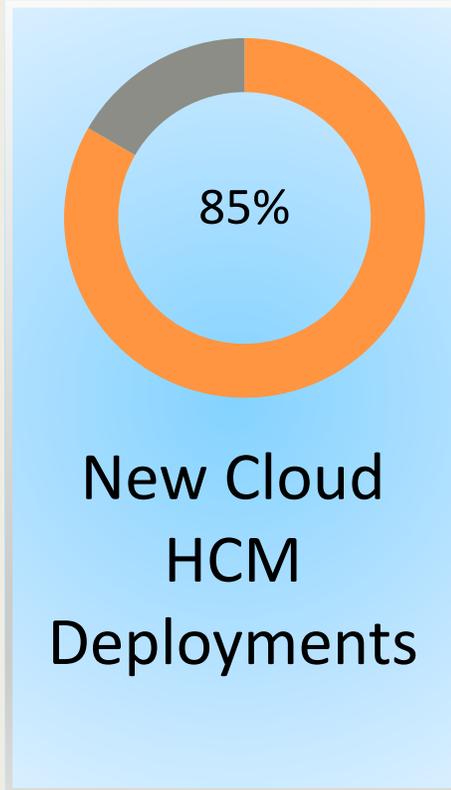
Moving from Technology Platform to As-A-Service Platform



WHAT'S REALLY GOING ON?

The Industry Pulse

Recent Industry Trends (since 2020)



** Stats provided by Market Research Futures – April 2023*



WHAT ARE THE KEY MOTIVATORS OF CHANGE?

3 Big Drivers to Change

Acceptance, Workforce Trends, and Fund Availability



ACCEPTANCE



Acceptance - Why not Cloud?

Pros

- Access
- Pay for usage
- Scalable
- Hardware “free”
- Software “agile”
- Reduced IT impact on Infrastructure



Acceptance - Why not Cloud?

Cons

- Confidentiality concerns
- Jurisdiction/Privacy concerns
- Internet connectivity reliability
- Integration support
- Ransomware concerns



Can Native American use Cloud technology while still protecting their sovereignty?

- Data Ownership & Control
- Data Privacy and Compliance
- Jurisdiction and Legal Considerations
- Cultural and Intellectual Property Protection
- Executing on education and training around data security & privacy best practices

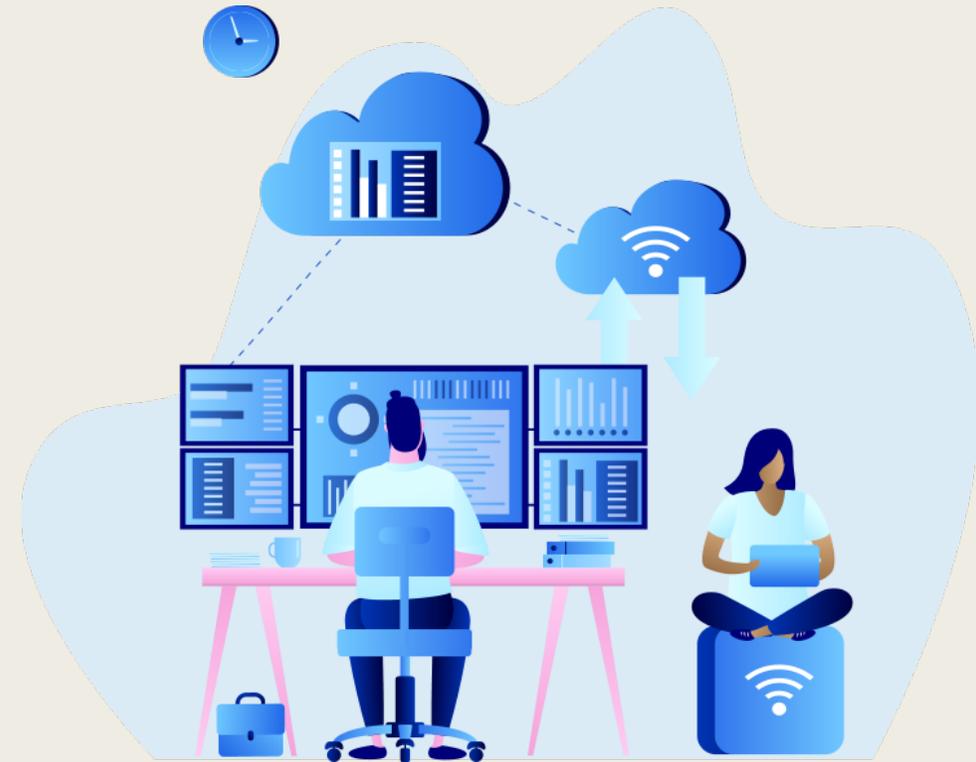


WORKFORCE TRENDS



Workforce Trends Circumstances

- Legislative Shifts
- Disasters
- Anxious Executives
- Strategic Decision, like Mergers/Acquisitions



Converting Workforce Trends Into Opportunities

- Rethinking your HCM Model
- Refocus your business activity
- Expand ownership of duty
 - *For Example, “Great Resignation”*
 - IT Shortages
 - Loss of key staff members



FUND AVAILABILITY



Fund Availability

- American Rescue Plan
- Bi-partisan Infrastructure Bill



When to make your cloud decision?



TO CLOUD OR NOT TO CLOUD

That is the question...

ON-PREMISE

VS.

CLOUD

HIDDEN TECH COSTS:

- Hardware
- IT Personnel
- Maintenance Update
- Running backups/
Storing off-site
- Too much Downtime
- Security Oversight
- Remote Work Challenged
- Scalability
- Testing
- Support of Customs
- Support of Integrations

YOUR TEAM

YOUR TEAM

YOUR TEAM'S RESPONSIBILITY:

- Testing your business solution
- Training on new business functionality

PLUS these strategic wins:

- Strengthening continuity strategy
- Improving relationship with your IT staff



TO CLOUD OR NOT TO CLOUD

That is the question...

ON-PREMISE

VS.

CLOUD

**HIDDEN
APPLICATION COSTS:**

Training
Too much Downtime
Security Oversight
Remote Work Challenged
Testing



YOUR TEAM'S RESPONSIBILITY:

Testing your business solution
Training on new business functionality

PLUS these strategic wins:

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TALKING REAL, FAQs AND SUPPORTING MATERIAL

real**talk**

SWINOMISH CASINO & LODGE

Talking Real with Reneth Hills, HR Director



FAQ

Question	Answer
What are some of the factors that influence Cloud pricing?	Active vs. Inactive Employees; Products used; Length of Term; Bundles Service offerings like Year-end Services.
Have you asked your current provider whether they offer a cloud solution?	Migrating to your existing vendor's Cloud solution may be the most economical choice.
Have you polled your existing vendors, asking how long will they support on-premise?	Many vendors are abandoning On-Premises delivery, don't get caught in a "product sunset" situation, get ahead of it!
In the Cloud, will there be any loss of data access or limitations on running reports or jobs, like open enrollment or payroll?	Most quality HCM Cloud providers allow in-house processing, so you will see no loss of control for the most part.
What happens to my data when I chose to leave my Cloud Provider?	Many Cloud Providers will offer archival services to house your data for a period mutually agreed upon. Access to that data is generally done as –a-service charge. Converting the data to your new HRIS/HCM typical requires a professional service fee.

Three Helpful Whitepapers

Download our free whitepaper and learn:



THE IMPORTANCE OF CLOUD-BASED HCM SYSTEMS FOR THE FUTURE

- ✓ Why will cloud-based HCM systems work well in the future?
- ✓ Key considerations when selecting a cloud-based system
- ✓ What to look for in compliance, localization, and data security

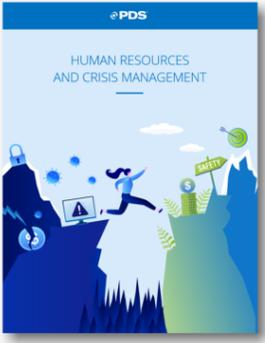
Download our free whitepaper and learn:



WHY HCM SOFTWARE IS ESSENTIAL IN THE FUTURE

- ✓ How HCM software can help you manage your employees
- ✓ The importance of data security
- ✓ HCM software features to look for

Download our free whitepaper and learn:



HUMAN RESOURCES AND CRISIS MANAGEMENT

- ✓ The three roles that HR plays in effective crisis management
- ✓ How an HCM system can help in a crisis
- ✓ Why communication is key in crisis management
- ✓ 4 steps to creating your own crisis plan outline



Additional Resources

- Visit our NNAHRA page



3 Big Drivers to Change

Acceptance, Workforce Trends, and Fund Availability





THANK YOU!

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