



B E A M E R Y . C O M

Beamery Implementation



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Agenda

Your Beamery Resources

Confirm Understanding of Requirements

Implementation Methodology and Project Team Review

Training, Testing, and Change Management

Integrations Overview

Next Steps

YOUR BEAMERY RESOURCES



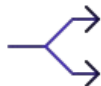
Account Executive

Leads discussions on Beamery Product Roadmap and partnership growth opportunities



Executive Sponsors

Provides executive level oversight and sign offs as needed



Engagement Manager

Responsible for planning and scheduling Beamery resources and working with Customer for overall Implementation planning and risk/issue management.



Solution Delivery Consultant

Responsible for assisting the Customer with discovery and configuration of the system



Integration Consultant

Responsible for assisting the Customer with the review, setup and testing of their integration(s) and SSO.



Customer Success Manager

Primary Contact at Beamery once live. Responsible for assisting with queries, strategic support, renewal discussions.



Product Support

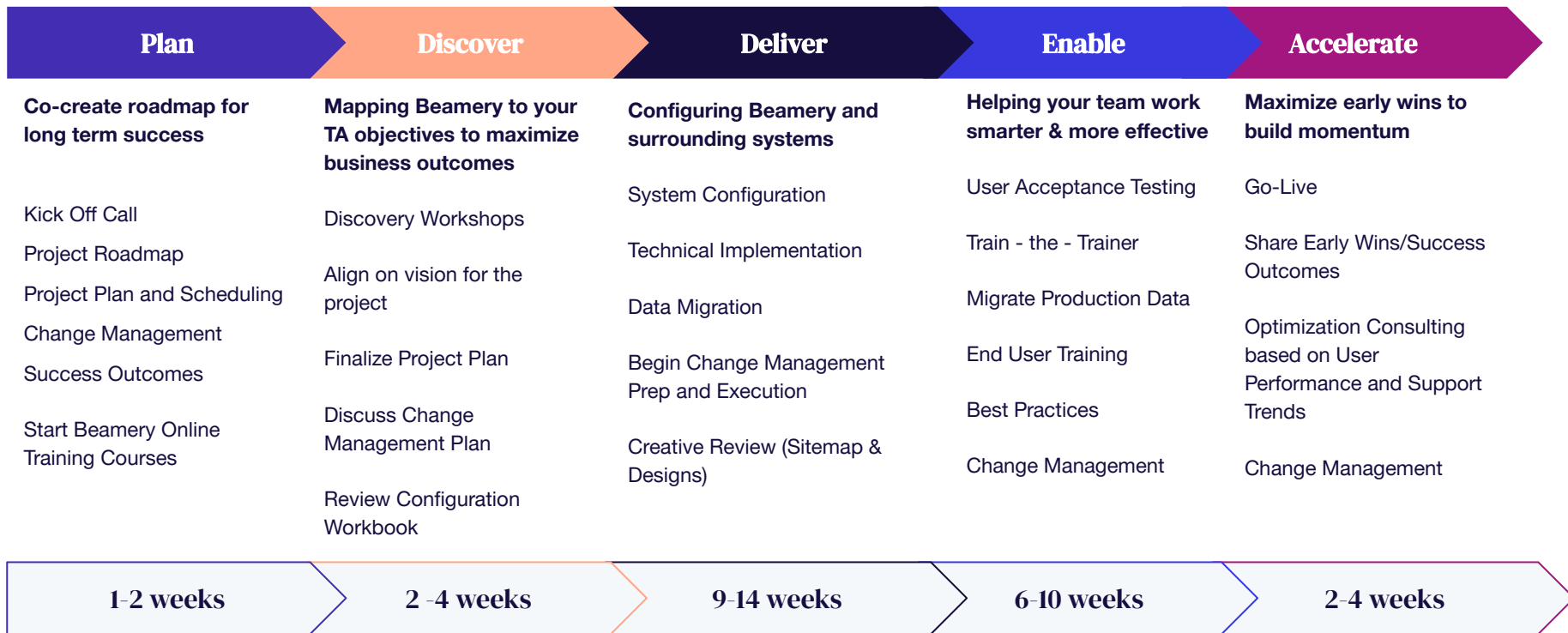
Resources dedicated to solving customer issues and requests.



Implementation Methodology & Project Team Review



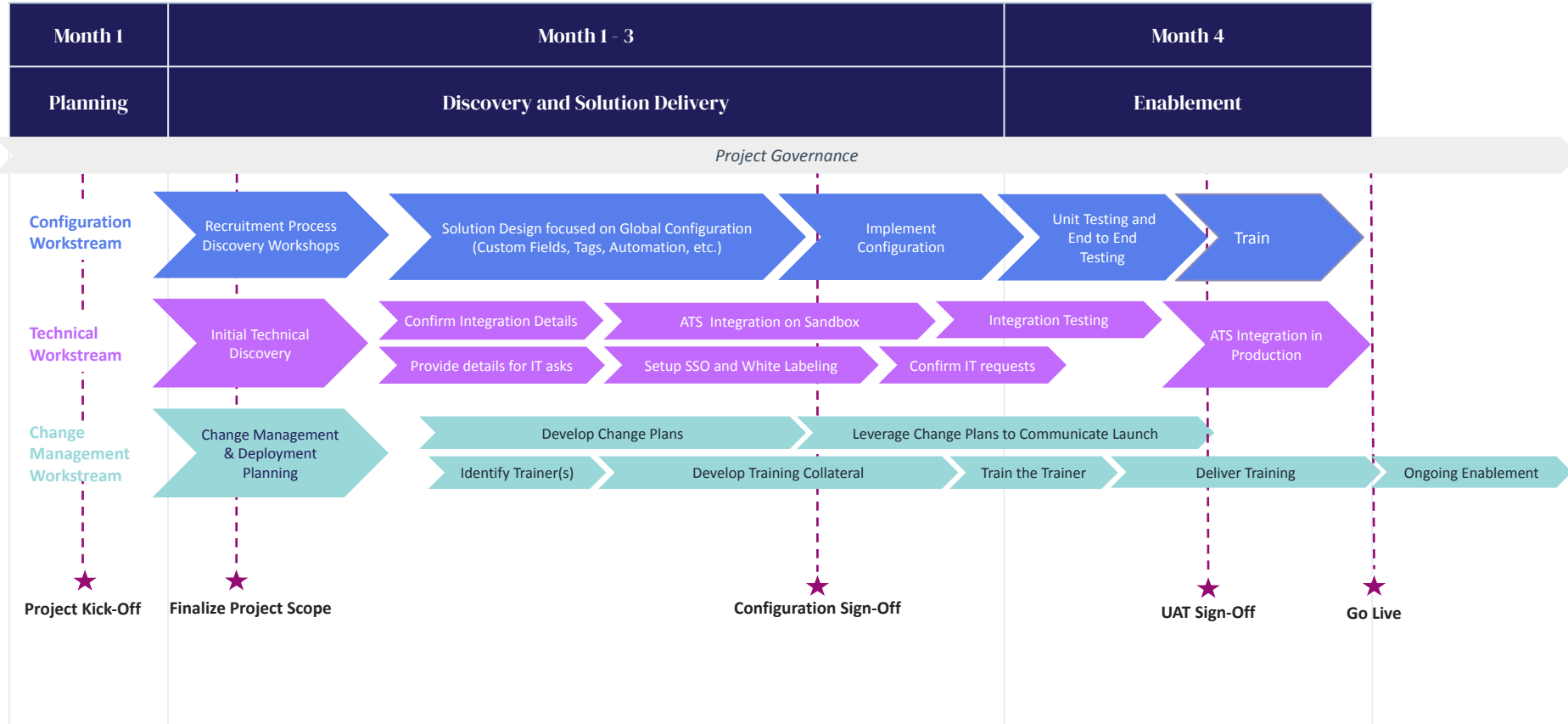
Implementation: Methodology overview



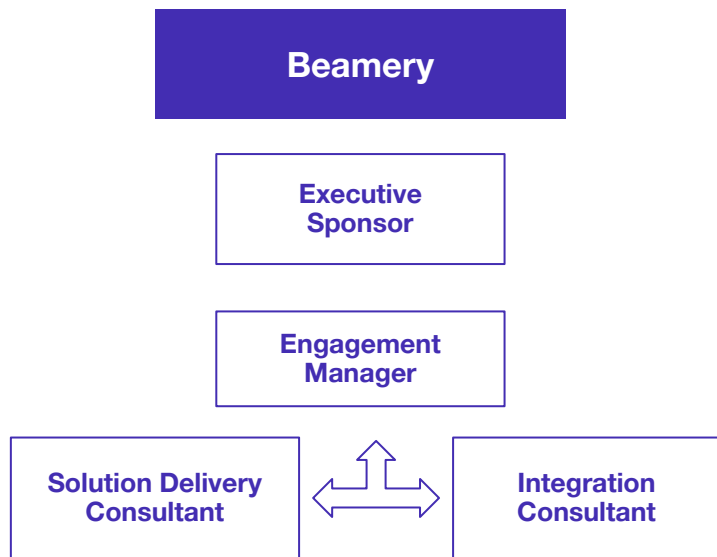
** All times represented are estimates actual times may vary



High Level Project Timeline (Mock-up Hypothetical)



Implementation Team Structure



The Beamery Project Team will also work with these resources:

- Data Migration Specialist
- Enablement Resources
- Beamery Engineering
- Marketing
- Beamery Digital





Customer resources

RESOURCES FOR IMPLEMENTATION



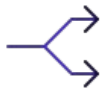
Executive Sponsors

Provides executive level communications, oversight and sign offs as needed



HR Technology Integration & Administration

Responsible for partnering with Beamery to set up the ATS integration



Project Management

Jointly responsible with Beamery for managing the project and relationship



Data Migration/Reporting

Ad Hoc Resource assigned to assist with data review, reporting requirements or data migration



Change Management and Training

Assesses the change to the end user and manages the team through the change process.



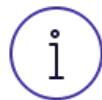
Information Technology Resource

Ad Hoc Resources assigned to help with technical requests, such as SSO and white labeling



Talent Marketing

Responsible for the design of recruitment marketing collateral and processes



Subject Matter Experts

Functional TA team members with expertise in different recruiting areas.



Compliance Representative

Advise & approve the design and delivery of candidate consent globally and able to coordinate all legal approvals for content, privacy regulations, etc.



Customer Implementation Resources

Phases of Implementation	Plan	Discover	Deliver	Enable	Accelerate
Executive Sponsor	1-3 hr/wk	1-3 hr/wk	1-3 hr/wk	1-3 hr/wk	1-3 hr/wk
Project Manager/ Innovation Lead	1-3 hr/wk	1-3 hr/wk	5-7 hr/wk	3-5 hr/wk	1-3 hr/wk
HR Tech/System Administration	1-3 hr/wk	1-3 hr/wk	5-7 hr/wk	3-5 hr/wk	1-3 hr/wk
Training/Change Manager	1-3 hr/wk	1-3 hr/wk	3-5 hr/wk	10-15 hr/wk	1-3 hr/wk
TA Functional Rep	1-3 hr/wk	1-3 hr/wk	3-5 hr/wk	5-7 hr/wk	0-1 hr/wk
Talent Marketing Owner	1-3 hr/wk	1-3 hr/wk	3-5 hr/wk	0-1 hr/wk	0-1 hr/wk
	1-2 weeks	2-4 weeks	9-14 weeks	6-10 weeks	2-4 weeks

** All times represented are estimates actual times may vary



Training, Testing, and Change Management



E-learning Resources



Video Curriculum

Instructor-led video curriculum divided into topic-based chapters and evaluated with scenario-based assessments. Showing primarily in-app visuals, these videos can be consumed linearly or referenced individually.



Help Documentation

An comprehensive list of how-to's and best-practices recommendations. This searchable library is accessible within the app as well as through a separate portal, making it easy to link to your internal resources.



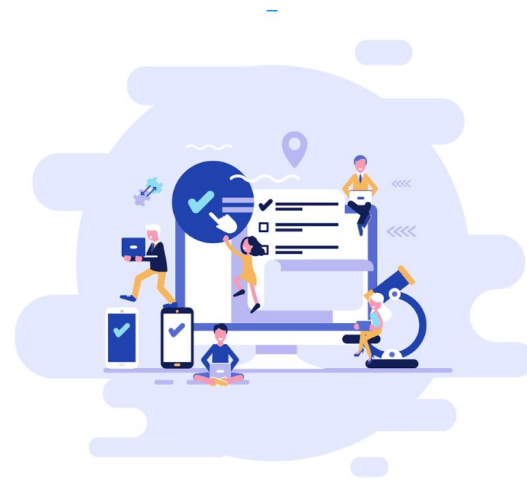
In-app Guidance

Step-by-step product walkthroughs accessible at first login and on-demand. This guidance is provided contextually, based on the page being viewed, helping users become familiar with essential workflows and functionality



Testing and Sign-Off

- We recommend 3 Phases of Testing:
 - **Unit Testing:** Users test the software to make sure it can handle required tasks, according to specifications.
 - **Integration Testing:** Testing the integration of systems working together
 - **End-to-End Testing:** End users simulate real scenarios from start to finish
- Beamery has standard UAT scripts for all permission levels/user groups
- Beamery will support your team in the modification of UAT scripts for your use case, and your team will own this action item
- After Testing, Beamery will request your Sign-Off on the test results, to progress the project



Train the Trainer

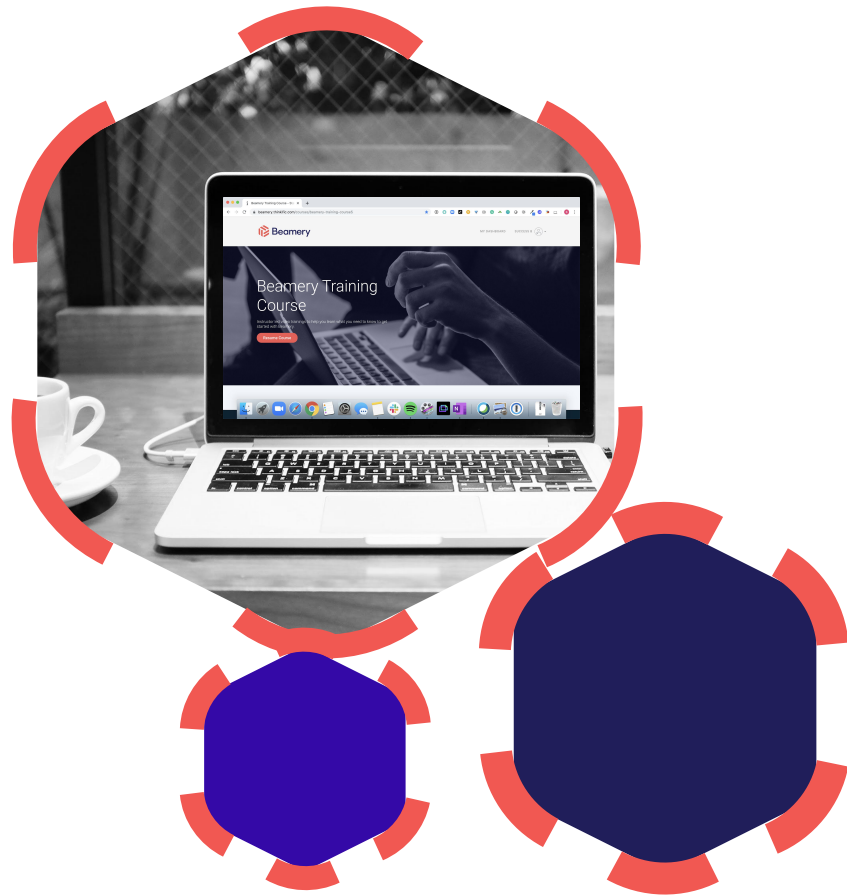
Beamery enables your team team to deliver end user training workshops

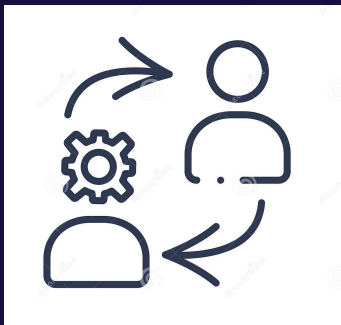
Instructional Design Templates

- Train the Trainer
- User Training Presentation Templates
- User Training Playbook

Workshop Content

- Provide Recommended Workshop content
- Beamery to Support your team's customizations to Workshop content based on your team's Workflows





Change Management

Change Management is a critical piece of your team's collective success when using Beamery.

Beamery offers Change Management support as part of Standard Implementations

- Discovery Workshops focused on building a Change Management Plan
- Beamery Change Collateral
- Recommendations for Communication Cadence and Content

In addition to these resources...

- Who will lead Change Management for for your team?
- What resources does your company have available to support Change Management?



Lessons Learned



Successful Implementations Include:



PROPER RESOURCING

Availability of SME resources for discovery, technology access, change management and training.



DEFINED DECISION PATH

Identify who the decision makers are for each workstream and the overall project



COMMUNICATION

Clear and consistent communication between the two teams and internally.



CHANGE MANAGEMENT

Building an internal communication strategy and robust training for users.

