



# COLLABORATIVE & YOU

## Better Together

Renaissance Capital sought to increase efficiency by bringing its eight offices around the world to a single system of record; the solution was found in Workday and with Collaborative Solutions.

### BACKGROUND

Founded in 1995 with headquarters in Moscow, Russia, Renaissance Capital is a leading investment bank focused on Russia, the Commonwealth of Independent States (CIS), Central and Eastern Europe and Africa, and other high-opportunity emerging markets. The firm offers its clients access to developing markets throughout the financial centers of London and New York, with locations in London, Johannesburg, New York, Nicosia, Nairobi, Lagos, Dubai, and Istanbul. In November 2012, Onexim Group, one of Russia's largest private investment funds, announced an acquisition with a 100% stake in Renaissance Capital. As of April 2013 the transaction was finalized, allowing Renaissance Capital to continue growing its business by maintaining its focus on other emerging regions.

### THE CHALLENGE

Renaissance Capital sought to increase efficiency by bringing its eight offices around the world to a single system of record. The company had been using different HR systems across its locations, including Microsoft Axapta in Russia and the CIS. In Workday, Renaissance Capital found a solution that could provide the unified, global reporting it desired, while still being able to comply with local regulations. Collaborative Solutions worked with Renaissance Capital to lead the deployment.

## CASE STUDY

# Renaissance Capital

## Project Recap

### INDUSTRY

Financial Services

### EMPLOYEE COUNT

2000 employees

### REGION

Russia

### CLIENT SINCE

2012

### SCOPE

Workday HCM, including Employee and Manager Self-Service, Absence, Benefits, Payroll, Performance Management

### SERVICES

Full deployment including Integrations

### ON WORKDAY SINCE

April 2013

### LENGTH OF PROJECT

18 months

## THE SOLUTION

Renaissance Capital achieved greater operational effectiveness by leveraging Workday's business processes to standardize practices across the company. Collaborative Solutions deployed core HCM, Absence Management, Performance Management, and Payroll Integrations across the company as well as Benefits for its Russia locations. This multi-center based project had resources spread across Washington, D.C., London, Johannesburg and Moscow. This project marks Collaborative Solutions' first Russian-based engagement.

## THE RESULT

The move to Workday's integrated HR system was a successful one, allowing the company to consolidate its organizational structures and capture data electronically at the source, rather than on paper. With its rolling enhancements increasing functionality, Workday provides Renaissance Capital with a platform for unlimited future growth.

### BEFORE **WORKDAY**

- Heavily dependent upon IT to drive change, extract and interpret data
- Different solutions across global offices
- Custom development

### AFTER **WORKDAY**

- Flexible, HR-driven solution
- Global system of record
- Increased reporting capabilities
- Change and solution delivery driven by a partnership of HR and IT
- Increased data transparency and accuracy

## THE COLLABORATIVE EXPERIENCE

"This project was a huge undertaking for the Human Resources team at Renaissance, and we encountered a lot of challenges along the way which were out of our control. However, with the dedication of the team coupled with Collaborative Solutions expert Workday knowledge and guidance, we now have ourselves a state of the art HR system that we can grow and develop further, allowing us to add real value to the Renaissance business."

- Donna Burns, former Global Head of HR and Project Sponsor