

# MEMO

Date: September 9, 2020

To: Humber College

From: Lori Diduch, Vice-President, Human Resources and Organizational Effectiveness

Re: Human Resource Management System (HRMS) One Year Reflection

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In what has become a challenging year, it is nice to have an opportunity to reach a positive milestone. On August 5, the Human Resources Management System (HRMS) celebrated its first anniversary.

HRMS was a major change for the entire college. I trust no one misses the manual attendance sheets in clear plastic folders, that had to be walked around to collect approvals and signatures.

As is the Humber way, our community embraced the new system and worked with us as we worked out some of the bugs in the system and helped us move through a few hiccups along the way. I'm especially proud of the support shown to those who developed and implemented the system and those involved in training others to use HRMS. Moving forward, improvements such as the recent introduction of the New Responsive User Experience (NUX) for the Absence and Benefits work areas will continue, showcasing our commitment to continuously improving the system.

Reflecting upon our manual HR processes prior to the HRMS implementation, many of which were time-consuming and inefficient, I cannot help but wonder how we would have managed to deliver our HR services to the College during the current pandemic situation. HRMS and its cloud-based features and the 24/7 HR Support Centre helped make the transition to remote work seamless.

As an HROE team, we have been resilient and nimble, adjusting to every new change or challenge that came our way. I am so proud of the HROE team and the College, for all we have achieved with this new HR solution. As we continue to deploy new functionality, enhance current processes and respond to user suggestions, I remain confident in our ability to continue to provide leading practice HR services.

As we mark this one-year anniversary, I encourage each of us to take the time to reflect on our own growth and learning over the year, and to recognize the value and significance of this milestone, knowing that each of us contributed to this achievement. Thank you all for your continuous support and collaboration to make the HRMS a great HR solution for Humber.

*Lori*