



Transforming the Recruiting Process for a Major Retailer

CASE STUDY

Challenge

One of the largest grocery retailers in the U.S. sought to accelerate their growth by leveraging the power of their existing workforce and hiring new talent to fill the gaps. However, learning more about their current employees and identifying areas of need within their teams necessitated a large-scale human resources (HR) transformation and the adoption of a new, data-driven technology platform to optimize existing processes and procedures.

Solution

SEI worked on the ground with the client, identifying a best-fit recruiting platform and transitioning the entire HR department from the old platform to the new one. Building custom integrations for employee assessments, background checks, and work opportunity tax credits, we redesigned the organization's entire process for conducting recruiting and evaluation processes. We also launched a robust onboarding platform designed to support new employees and empower them with the tools they needed to thrive in their new roles.

Results

Serving as the liaison between the client, implementation partner, and multiple vendors, we drove a fast, efficient, and effective transformation. Our well-defined pilot strategy and agility-driven phased rollout allowed us to overcome roadblocks quickly while continuing to improve platform functionality. With a new platform in place and an engaged HR workforce, the company was empowered to advance their recruiting process and achieve key business results.



Change Management



Operational Excellence



Solution Delivery



Strategy Enablement