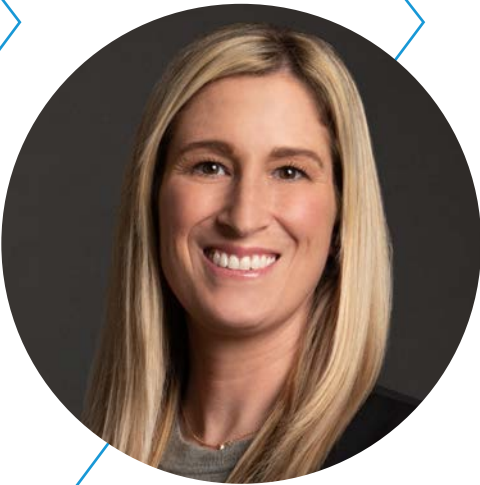


HR and Payroll

AI & Automation

Your new **superpower**





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Dear HR Hero,

If you downloaded this eBook with a mix of curiosity and maybe even some apprehension, you're not alone.

Let me be clear from the beginning: HR and payroll will always be about people. There's no technology on planet Earth that will foster the essential relationships and organizational context that great HR leaders like you bring to your position.

As an HR leader with years of experience serving on the front lines and now as an HR advisor who helps my peers navigate digital transformation, my goal is to shift your perception of AI and show you these technological advances are not, in fact, your adversaries but rather allies to your cause.

We're going to talk a lot about concepts like AI, automation and Human Capital Management (HCM) technology, but this isn't an eBook about technology. Tech alone is never the answer.

In the following pages, we're going to help you navigate the journey — **step-by-step** — toward a future where HR heroes are no longer mired in tedious, repetitive tasks and are freed up for more strategic, human-centric endeavors.

So, strap on your cape, and let's shape the future of your organization's HR and payroll functions together!



A NEW CHAPTER in HR >



In the hallowed halls of business and industry, human resources professionals have always been the unsung heroes — unsung superheroes, if you will.

While you may not be invincible or fly around skyscrapers, **you do have special powers — managing people, processes and potential.** Yet even superheroes have limitations and can use a hand in saving the day now and then. That's when the tech-centric sidekicks of AI and automation swoop in to offer relief.

For too long, HR professionals have been seen as simply compliance functionaries, policy enforcers or paper-pushers. Like an alter-ego, they are still often overlooked for the strategic value they bring to a company when it comes to change management, talent acquisition and retention, corporate culture and more.

That changes *now*. The landscape of human capital management has shifted dramatically in recent years, and a new dawn is upon us.

With advancements in AI technology and its rapid expansion from industry to industry, automation has evolved into a tremendous ally. It's no longer seen as a robotic taskmaster to fear but a welcomed facilitator, a tool that can help you be more human...not less.

AI and automation have the power to do more than automate emails and manage spreadsheets, however. They can help you make data-driven decisions, predict employee behavior, manage risks and even enhance employee experience — all elements that could aid in your transformation from an everyday HR professional to a celebrated HR superhero!

But how can you leverage this new technological wonder? You're about to find out.

THE RISE OF AI for HR and Payroll >

What is AI and Automation, exactly?

Not entirely human but not entirely mindless, Artificial Intelligence (AI) mimics the complexities of the human brain, executing feats that were once the exclusive domain of human beings.

Although many mistake it for AI, automation is different. It is the doer in this trusty duo, standing arm-in-arm with AI and ensuring that the tedious, ever-repeating missions no one wants to undertake are performed without fail.

Together, these two superpowers – AI and automation – have become the new masters of intelligent, repetitive functionality, not just executing tasks but learning and evolving to become ever-more functional as they assist you in your quest for operational success.



Why AI and Automation for HR and Payroll?

When AI and automation meet HR and payroll, the reverberations extend well beyond the human resources function and into the outer realms of company culture, impacting the very fabric of your organization. **Productivity and efficiency** now become the order of the day.





SMALL ERRORS, BIG PROBLEMS

Even small errors in payroll can mean big trouble for your organization.

According to IRS statistics, approximately **33%** of employers make payroll errors, costing them billions of dollars annually in penalties.

Why AI and Automation for HR and Payroll?

Protecting your world from chaos, AI and automation rescue your team from the deluge of tedious tasks, repetitive works and error-free processes.

Here are just a handful of examples of the astonishing power of automation and AI:

➤ Streamlined People Management

In a world where sifting through hundreds of resumes and chasing down employee paperwork are relics of the past, the possibilities for the HR superhero become limitless. AI and automation will free you up to take on more strategic tasks like employee engagement and leadership development.

➤ Instant Data-Powered Decisions

Able to comb through vast amounts of data from various sources including finance, HR and benchmarking in milliseconds, AI and interactive dashboards deliver powerful predictive people analytics. When it comes to making better-informed decisions, this itself can be a game-changer for the HR superhero, whether they're forecasting attrition, sourcing talent, measuring engagement or planning for succession.

➤ Effortless Regulatory Compliance

With regulatory compliance looming in the HR superhero's background, the mighty power of AI can alert you to compliance changes as they occur, ensuring you and your company remain always vigilant and in perfect harmony with regulators. Goodbye, fines and legal issues (you will not be missed)!

➤ Error-free Payroll Processing

Actively prevent errors arising from manual data entry, incorrect tax deductions or discrepancies in overtime calculations. Accuracy, compliance and timeliness are all within reach for the Payroll superhero wielding the power of AI and Automation.

➤ Superior Employee Onboarding

The HR superhero understands how important a well-structured onboarding program can set employees up for success, but also that executing it can be time-consuming. From training scheduling to data collection, automation can transform the process to convert new team members from wide-eyed newbies to future top performers.

➤ Enhanced Talent Acquisition and Retention

Utilizing the power of foresight and engaging its complicated algorithms, AI can transform raw data into predictive gold. A potential talent exodus? AI can detect even the slightest tremors of employee unrest before they grow. Seeking to find your next superstar employee? AI can pinpoint those prospects with precision. With AI as your ally in talent acquisition and retention, you're not just foreseeing the future – you're forging it.

A BATTLE FOR THE AGES

Frustrating HR Snags vs. Modern-Day HR Superheroes

Imagine a world where HR challenges are no longer obstacles holding back progress but stepping stones to higher efficiency. That's what AI and automation bring to the table — a radical change in tackling long-standing problems.

Check out the way AI and automation casually sweep aside the most aggravating challenges facing everyday HR and payroll superheroes:

HR Superhero SNAG

Chasing down benefits paperwork in a seemingly never-ending game of cat and mouse



Mired in a host of tasks required to execute an effective onboarding program



Hunting down a payroll error that's endangering your ability to meet payroll submission deadlines



Long hours spent posting positions to job boards and social media, screening resumes and responding to candidates



Digging through filing cabinets full of outdated and mismanaged paperwork to find historical employee data



NOT JUST FOR INDUSTRY TITANS

Think emerging HR tech powered by AI and automation is just for the big companies? Think again.

During a recent RKL Virtual-hosted webinar, **75%** of our attendees, representing small- to medium-sized businesses, indicated that they are actively considering new HR technologies.

AI & Automation SOLUTION

Powerful all-in-one document storage possessing the power of automated open enrollment and reminders to keep everyone on track

Automated portions of the onboarding process, including first-day orientation, new-hire training and more

Impressive, error-free payroll calculations, on time, every time.

Convenient one-time posting to a multitude of job boards and social media channels; efficient resume-screening using AI to analyze candidate data

Secure, cloud-based document management eliminates paper and provides quick and convenient access to operational and financial data

PREPARE for your Technological Adventure >

AI & Automation in HR Action

From talent acquisition to performance analytics, from team onboarding to employee engagement – the dynamic duo of AI and Automation is here to lighten your load and reduce your stress levels.

> **Picture this:** AI-driven bots conduct the initial screening interviews of potential new hires and strategically sort them into talent tiers to aid your selection process. For those fortunate enough to join your extraordinary team, your AI sidekick applies insightful performance data and personalized learning styles to build custom training modules and enhance the new-hire onboarding experience.

With AI and automation as your faithful partners, you are no longer simply performing duties – you're building an empire of efficiency, engagement, and excellence!





SUPERHEROES DON'T GO IT ALONE

According to a report by McKinsey, **two out of three large tech program implementations exceed initial budgets, miss schedule estimates and under-deliver against business objectives and benefits.** Fortify your plan for successful outcomes by partnering with an experienced implementation, training and support team.



BUILDING for your Tech Foundation Step-by-Step

In the HR world, embarking on a digital transformation can be a daunting endeavor, fraught with choices, challenges, and changes. However, a well-planned and carefully executed strategy can turn this chilling journey into an adventure of discovery, insight and advancement.

The steps ahead may be arduous, but they will help form a structured path from contemplation to completion to unimaginable success. By diligently navigating each phase, you can ensure your chosen solution resolves today's problems and meets tomorrow's needs.





STEP 1 Identify Business Needs

Determine the challenges you are trying to solve. Are you struggling with talent management? Doing your best to stay in compliance? Trying to keep employees engaged? Your must-haves will chart the course for your ultimate HR and payroll victories.

STEP 2 Gain Executive Buy-in

Look to senior leadership of your organization and build an alliance with your company leaders. No HR superhero succeeds without help from above, so compile data and convey a compelling strategy to win approval from the C-level suite.

STEP 3 Identify Available Platforms

Not all automated AI solutions are created equal. Conduct copious research, request demos from noteworthy sources and find a solution that fits your situation.

STEP 4 Explore Potential Platforms

Request demos and compare functionality to your needs and wants list. Probe the depths of customer feedback and seek references from platform creators. The solution you seek should resolve pressing and urgent issues while growing increasingly intelligent to meet the needs of an impending future. *Not sure how to evaluate platforms? Check out [page 10](#) for a complete list.*

STEP 5 Prepare for Implementation

Once you've chosen your solution, you'll want to compile a team, develop a timeline and prepare for a full-scale implementation operation. To the drawing boards, superheroes!

STEP 6 Proceed with Data Migration

The relocation of data should be undertaken with great diligence, careful preparation and precision processing. Ensure every bit and byte of payroll history, personnel paperwork and performance information is accurate and transports securely from legacy systems to your chosen platform of the future.

STEP 7 Initiate System Testing

Pledge to unravel every glitch and quagmire before permanently taking your new AI solution online. Commence system testing so future HR superheroes can experience a brighter tomorrow!

STEP 8 Invest in Training

Even the mightiest versions of AI and automation are only useful if your team understands their power. Rigorously train your team and mold them into maestros of the new digital domain.

STEP 9 Launch and Learn

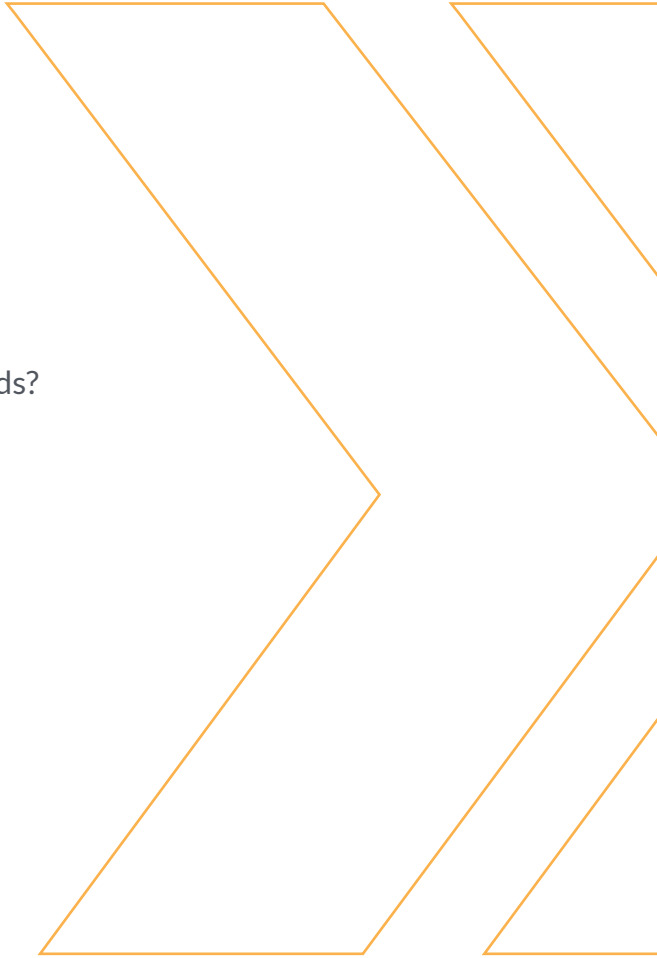
Blast off with your new technological powers and unleash your AI platform to the corporate masses. However, remain vigilant: make sure to copiously document every anomaly to ensure ultimate optimal performance.

STEP 10 Pledge Loyalty to Excellence

In a realm where ever-evolving technologies undermine the inner workings of your system, remain committed to constant improvement. Never stop adapting, morphing and reconfiguring your technology to ensure dominance over every new challenge you face.

VETTING your HCM and Payroll Tech Platform: A Checklist >

- Is it user-friendly? Is it easy to use and navigate?
- Does it offer mobile access?
- Does it feature strong AI and automation capabilities?
- Can it scale with your organization's HR and payroll needs?
- Does the functionality support your business needs?
 - HR compliance
 - Recruiting
 - Onboarding
 - Workforce management
 - Benefits administration
 - Payroll
 - Performance and talent management
 - Learning and development
- Is it customizable to get the info you need to support your organization?
- Does it offer data security and compliance features? How does it protect sensitive employee data?
- Does it integrate with your existing systems like accounting software or benefit providers?
- Is customer support readily available and reliable?
- Do you have the internal resources and bandwidth for the implementation?



BUILDING your SUPERHERO Dream Team >



To unlock the true potential of your new tech platform, you need a team of heroes with a diverse set of skills and talents. Just like any superhero squad in the movies, you'll become more powerful and effective by leveraging a team approach.



THE VISIONARY

Sets the strategic direction and goals for the project, using a keen understanding of the organization's needs and how the platform will address them



THE CHANGE AGENT

Manages the human side of change, planning and executing training, addressing resistance and promoting the benefits of the new system to help the organization adapt



THE COMMUNICATOR

Serves as the bridge between the technical and non-technical teams, conveying complex concepts in understandable terms to get everyone on the same page



THE GUARDIAN

Responsible for data security and compliance, ensuring the new platform is secure, data is protected and the system abides by all relevant laws and regulations



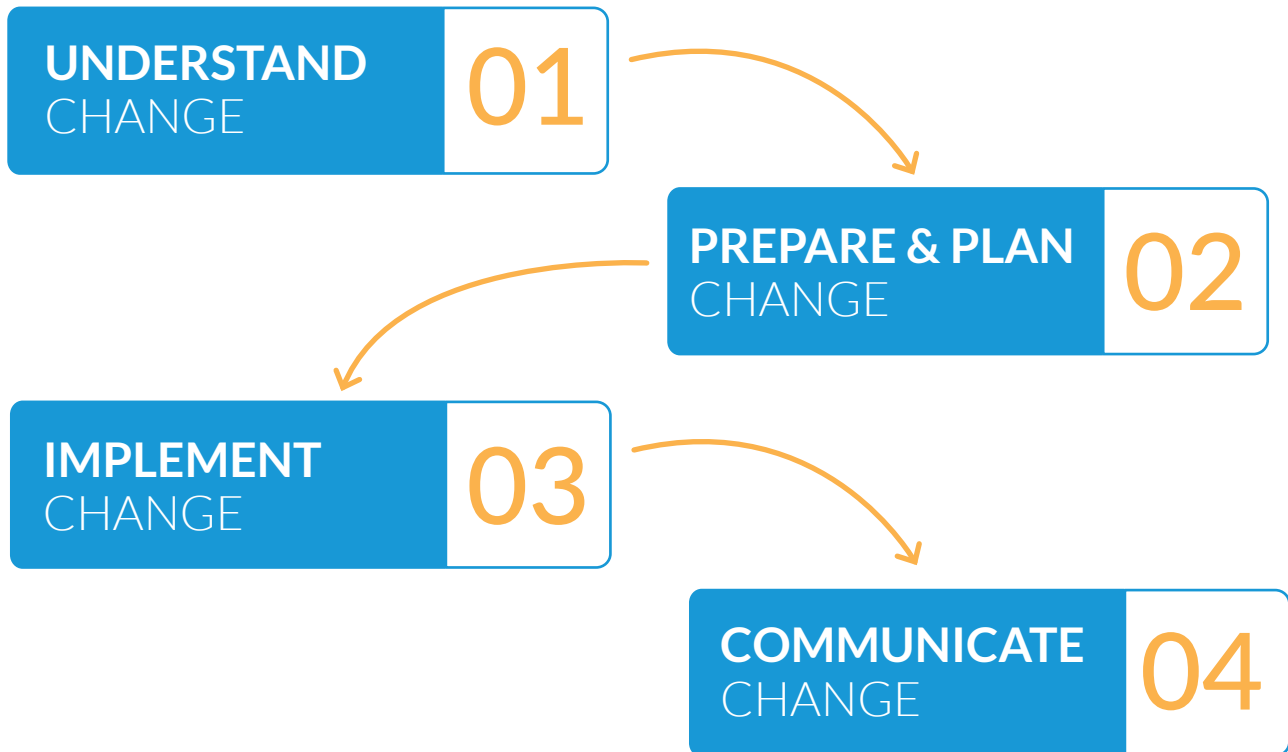
THE TECH WHIZ

A technical expert who ensures the correct configuration, customization and integration of the platform

Don't have a full bench of superheroes ready to take on the challenge? Never fear. The HR and Payroll advisors at **RKL Virtual Management Solutions** can lead the charge, fill gaps and walk the journey with you. From matching organizational needs to configuration to leading training and change management, **we've got your back.**

TRANSCENDING SILICON and CIRCUITRY

Mastering the Art of Change Management



The journey you're about to undertake is not merely about flipping high-tech switches and bending the forces of AI and automation to your will; it's about ushering in a new era for how we work. This isn't just a story about technological implementation; it's also a narrative of change management.

That means it's as much about people as it is about systems.

Mastering the delicate balance between the mechanics of new tools and the invaluable human elements that bring them to life is your charge. It is your mission and your purpose.



To guide you through this process, here is your **checklist** of essentials as you venture forth upon this momentous path:

Checklist of **Change Essentials**

› **Unveil Your “Why”**

Understand and articulate why it’s necessary to bring the power of AI and automation to bear. Let the reason for this noble undertaking serve as your ever-present guiding star.

› **Compile Your Stakeholders**

Assemble key members from other areas of the organization and enlist their help to guide the enterprise through the transformation and gain buy-in from across your organization.

› **Envision Your Roadmap to Success**

What does ultimate triumph look like? Determine and set your markers for success, measure them through the lens of high expectations and lead your team to victory.

› **Leverage Communication**

From the highest seats of management to the newest employees of your organization, ensure every part of the organization is in the loop and maintain an open dialogue to ensure buy-in.

› **Seek Council from Your Team**

Your faithful companions will also wield these powerful new tools and may have helpful suggestions for improving them. Include your team in this exciting journey, take their feedback seriously and allow them to assist in illuminating the darkness ahead.

› **Build Training and Support Skills**

HR superheroes must keep their skills sharpened and stay on top of new developments that can impact performance. Equip your associates with expert knowledge and strengthen your support to deal with post-implementation challenges.

› **Revel in Victory**

Even the smallest gains can sparkle brightly during the darkness of a transformational journey. Honor every accomplishment, no matter how minor, to elevate the spirits of your courageous team and fuel their passion to overcome challenges yet to come.



READY TO GET STARTED? RKL Virtual's HRIS Solution, powered by ISOLVED



The Best Superheroes Don't Go It Alone >

Join forces with RKL Virtual Management Solutions! Our **HRIS Solution, powered by isolved**, delivers game-changing HCM and payroll technology, implemented by our team of experienced HR and payroll advisors. Ready to lock arms and guide you through the journey, our advisors focus on driving the right outcomes for your AI and automation technology investment.

The Right **Advisors**



- > Help you achieve your HR, payroll and organizational goals
- > Handle the onboarding, implementation and training for you
- > Provide ongoing support to drive ROI

The Right **Technology**

- > Cloud-based, secure HCM and payroll platform
- > Powerful AI and automation speeds up execution
- > Real-time data at your fingertips
- > Error-free compliance and payroll calculations

SUPERHERO SPECIAL

Now through January 30, 2024

Take the first step in your HR and payroll AI and automation journey!

Sign up for HR, Payroll and Time & Attendance modules and we'll waive the onboarding fees!

So get your cape ready! The next chapter of your saga starts **TODAY**.

Visit rklcpa.com/hris-solution today to schedule a discovery call and learn more.



THANK YOU, HR Superhero!

If you've come this far, you're on the brink of transformation. RKL Virtual Management Solutions' HRIS Solution, powered by isolved, is designed to be your sidekick and your secret weapon in your quest for HR excellence.

Are you ready to write your own HR superhero story? Contact us today at rklcpa.com/hris-solution to learn how we can aid you in your journey towards HR excellence.

Thank you for reading. Now, let's go save the future of HR and Payroll, one challenge at a time.

Lindsay Heist

HRIS Solution Practice Leader

