HCM Implementation Timeline

2025

| Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul |

2026

| Readiness | Plan | Architect & Configure | Test | Deploy | Support |

- Change Strategy & Communication Plan
- Project Website, Stakeholder Engagement; Readiness Workshops; Communications; Change impact inventory
- Training Needs Analysis
- Training Design & Development
- Training Delivery
- Tenant Management Plan, Tools, Project Plan, Governance Model
- Delivery Assurance Checkpoints, End User support plan
- Develop & Execute Cutover Plan
- Go Live Readiness Scorecard
- Discovery Sessions
- Workbooks
- Foundation Alignment Sessions & Configuration
- Unit Testing
- CCS
- Knowledge Transfer, Testing Support
- Support Go Live Activities
- Data Conversion Strategy
- FT Build
- Data Mapping
- End to End Tenant build
- Refine Data Mapping
- Gold Tenant Build
- Integration & Report Strategies
- Integration & Report - Iterative Builds & Unit Testing
- Integration & Report – Testing
- Integration & Report - Inventory
- Testing Preparation
- End-to-End Testing
- URR

Legend:
- Project Management
- Change Management
- Functional
- Technical & Integrations
- Testing
- WD Release
- KT Check Points
- Move to Production
- Go Live