



LORD +
TAYLOR

Challenges

Lord + Taylor and LeTote were merging and needed to combine two sets of data from a legacy ADP system and 25-year old home grown, legacy system. The current setup required extensive manual processes to maintain and update data. They required new features and processes including Employee & Manager Self Service, mobile application capabilities for decentralized employees, and more efficient scheduling due to heavy labor needs.

Solution

We implemented Ceridian Dayforce using the following solutions:



Created process to marry data from two systems to import to Ceridian system



Cleansed data from Legacy system



Streamlined policies and procedures to create efficiency within the Ceridian model



Communicated and rolled out employee and manager self-service functionality



Rolled out basic scheduling which included paperless scheduling and planning on the Ceridian system. Due to COVID, the project was paused.

Results

- Able to reduce 28 FTEs across US and centralize functions at corporate with automation and/or paperless process
- Significant reduction in number of errors in payroll processing
- Accurate taxation in new system that was not occurring in Legacy system
- Improved, accurate, and timely reporting from system
- Improved transmission of data from company to vendors and vice versa

EMPLOYEES: 5,000

REGION:
National (Online) &
Northeast (Big Box)

PRODUCT/MODULES
IMPLEMENTED:
WFM, Payroll,
Recruiting, Onboarding,
Performance Management,
Compensation

*"Alan provided **comprehensive guidance and knowledge** at every turn while demonstrating care and sensitivity to our population as if they were his own. Several aspects of our project required **very specific expertise** all of which the **ClearCourse team was able to provide**. Regardless of the ask, Alan and team met every challenge with a workable solution."*

- Courtney A. Murtha
Director, HR Field Operations - Stores
Lord + Taylor