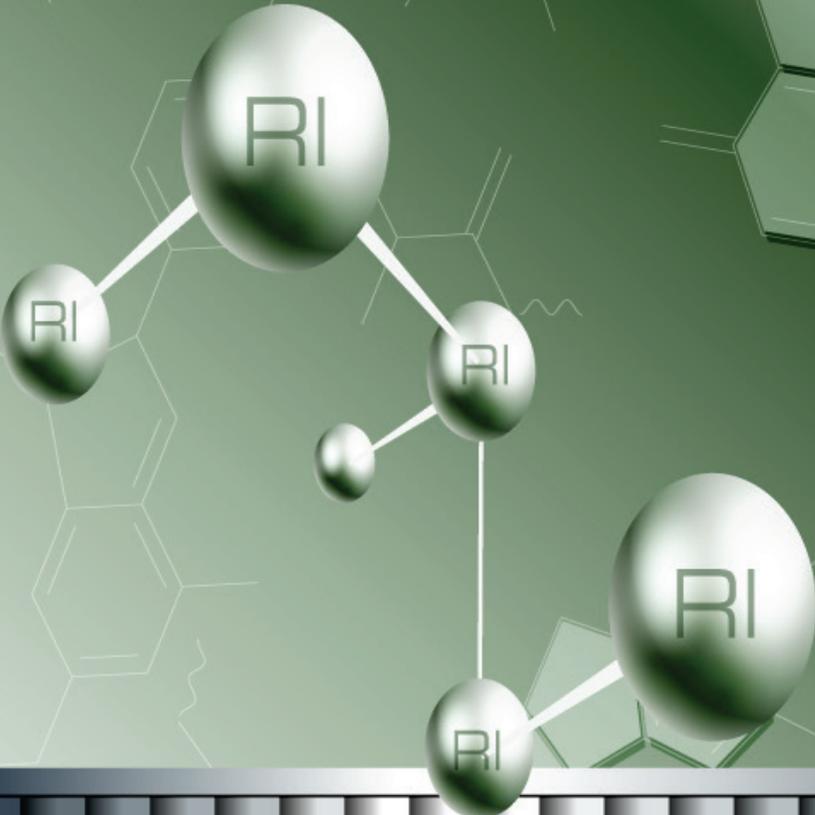
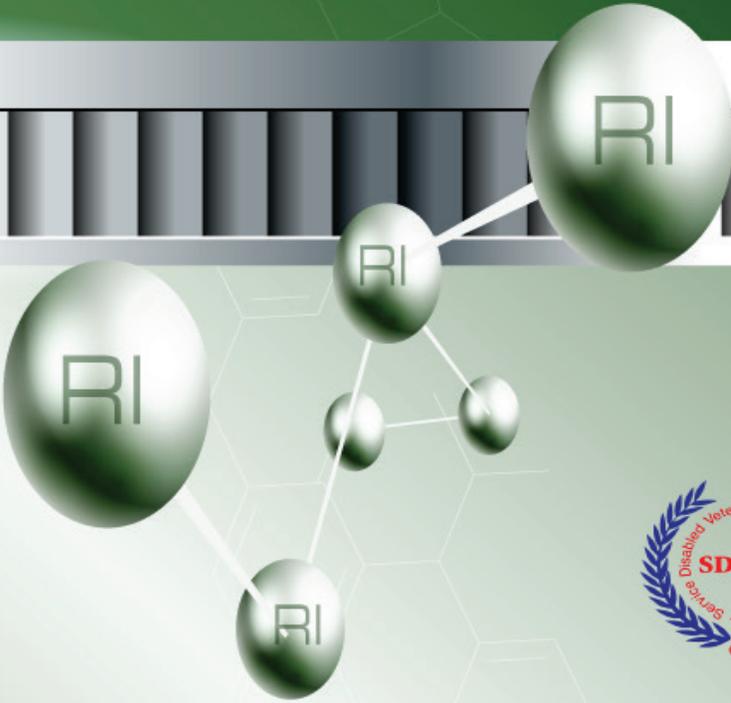


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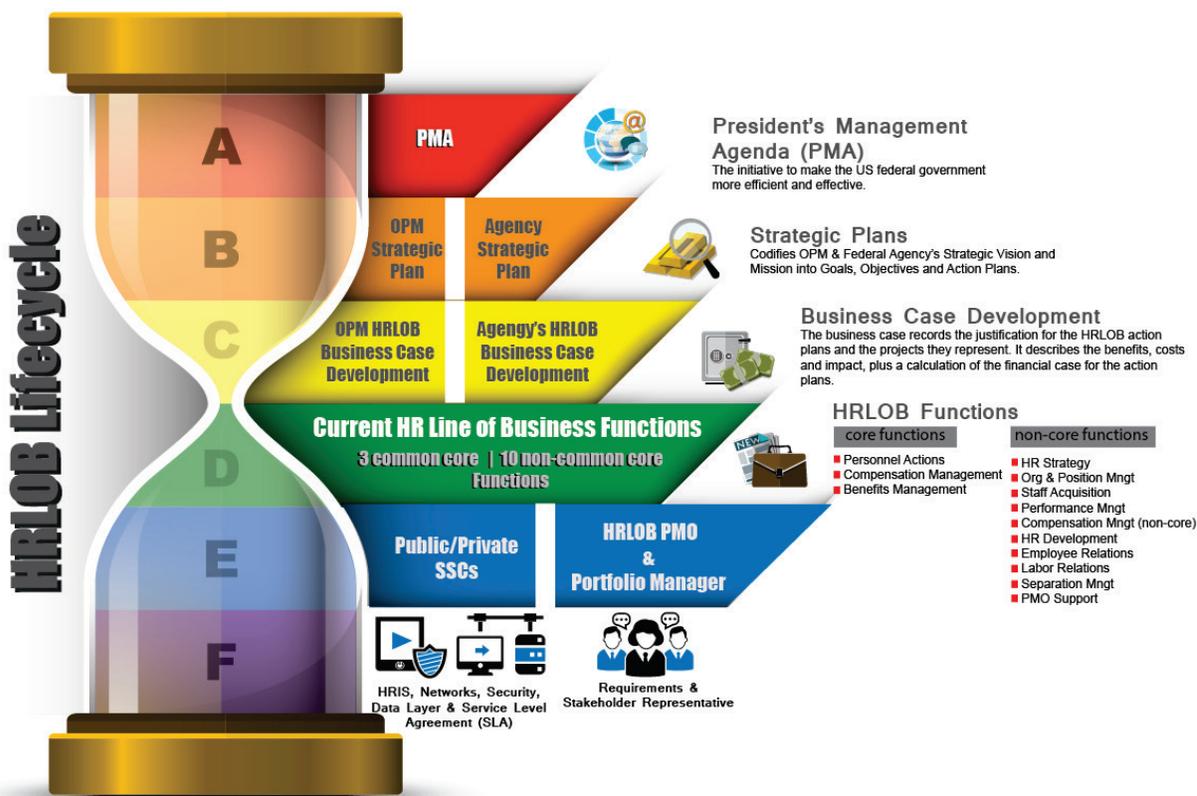


HRLOB Lifecycle Alignment

Written by RiVidium Inc.

The Human Resource Line of Business (HRLOB) initiative was launched in 2004 to support the vision articulated in the President's Management Agenda. The HRLOB was conceived to help the federal government realize the potential of electronic government by significantly enhancing human resources service delivery within the executive branch. The HRLOB concept encompasses a service delivery model in which HR services, human resources information systems (HRIS), and payroll operations move from the agencies to HR Shared Service Centers (SSC). The vision of the HRLOB is to provide government-wide, modern, cost-effective, standardized, and interoperable human resource solutions providing three common core and ten non-common core functionalities to support the strategic management of human capital and to remove duplicative and redundant HR systems and processes across the federal government.

RiVidium's HRLOB Lifecycle, depicted below, follows a structured approach to business process reengineering (BPR) through a PMO and Portfolio Management (PfM).



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Figure 1—HRLOB Lifecycle

RiVidium's HRLOB Lifecycle has six activity lanes. The support we provide are represented in activity lanes B, C, D, E and F. Activity A is usually out of scope for most of our federal clients, but it is shown here because it influences and maps to the other activities. The following activity lanes exist within RiVidium's HRLOB Lifecycle.

- Activity A:** Represents the President's Management Agenda (PMA), which provides guidance on making the federal government more efficient and effective.

- **Activity B:** Codifies OPM’s and Federal Agency’s Strategic Plan and defines agency missions, strategic goals, and strategic objectives.
- **Activity C:** This activity defines the business processes that will exist within the HRLOB. These processes are normally determined through an analyses of alternatives (AoA). The genesis of the HRLOB began in December 2004 when OPM published the HRLOB Business Reference Model (BRM). The BRM depicts the end-to-end HR business processes across the federal government. In addition to the BRM, OPM published four other Federal Enterprise Architecture (FEA) models that cross-link with the BRM; they are the Performance Reference Model (PRM), Data Reference Model (DRM), Technology Reference Model (TRM), and Service Component Reference Model (SCRM). RiVidium support these activities with its Business Case Analysis (BCA) that:
 - ✓ Specifies the business processes to be analyzed
 - ✓ Designs an evaluation criteria model and rating scale
 - ✓ Develops potential change solutions, implementations, and alternatives
 - ✓ Conducts critical analysis of potential changes and provide recommendations for solution adoption
 - ✓ Provides gap analysis, cost-benefit analysis (CBA), and the business case artifacts for IRB Certification.
- **Activity D:** Defines the actual Lines of Business (LOB) for the Agency HRLOB initiative. The LOB functions identified in this lane comprise the complement of functions that can be migrated to the private SSC by the Federal Agency HRLOB program.
- **Activity E:** Illustrates the Program Management and PFM (Configuration Management, Communication and Stakeholder Management, not shown) for migrating to the SSC. Activity E also reflects the integration/communication stream with the public and private SSCs.
- **Activity F:** Represents the stakeholder voice; this activity is the core of the lifecycle; it includes requirements gathering, training, communication, and helpdesk support. The SSC ensures the service level agreements (SLAs) are met and that security, network, and HRIS perform to maximum capability.

Why RiVidium?

RiVidium has experience planning and implementing large scale enterprise wide HRIS solutions in federal SSC environments. We bring the experience and lessons learned necessary to help Federal Agencies meet the diverse requirements, such as organizational change and training support, strategic and tactical communication support, strategic resources, transition planning, program management and assessment, program evaluation and audit, program operations and oversight support, program and project management analysis and implementation support, technical support, and operations and maintenance support. By working with RiVidium on your HRLOB initiative, your organization will receive:

	<ul style="list-style-type: none"> ▪ Actionable recommendations that can be rapidly implemented to achieve concrete results. RiVidium’s focus is on helping our clients implement HRLOB solutions that result in tangible organizational improvements. ▪ A dedicated team members with both public and private transformation experience. RiVidium is committed to helping Federal Agencies reengineer the operational processes that underlie their HRLOB business lines. ▪ Commitment to our veterans. RiVidium strongly supports our nation’s veterans. RiVidium has a robust cadre of veterans available to work on many projects and our headquarters team is over 70% veterans. RiVidium has instituted a Vets-First program in our hiring actions to ensure qualified veterans get first choice of job placement.
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