

CIO

APPLICATIONS

ISSN 2644-240X
CIOAPPLICATIONS.COM

HR Tech
EDITION



*TOP
HR TECH
SOLUTIONS
PROVIDER
2022*

Awarded by
CIO APPLICATIONS





*The annual listing of 10 companies that are at the forefront of providing
HR Tech solutions and transforming businesses*

CIOApplications
(ISSN 2644-240X)

Published from
600 S ANDREWS AVE STE 405,
FT LAUDERDALE, FL 33301

www.cioapplications.com



Delivering Solutions on One of the Most Powerful SaaS HR Platforms Around

Carrera Lee started its HR Tech consultancy with High-Performance Leadership Training and a state-of-the-art LMS offering. The founder's "Wouldn't it be great if..." outlook drove the company to provide a complete full suite of HR and workforce management solutions. Carrera Lee has since acquired the technical capabilities of one of the largest, most powerful SaaS HR platforms from its strategic partner, UKG. As a result of the partnership with this HRMS powerhouse, combined with the inspiration provided by the time-tested research of Gallup around employee engagement and strengths-based leadership, Harmony Roze SaaS HR was born.

Following is the conversation that CIO Applications Magazine had with Mona Golden-Brown, the Founder and Chief Executive Officer of Carrera Lee, on how they aim to assist growing SMBs so that they easily navigate the rules and regulations of HR while cultivating a culture of harmony.

What are the challenges that clients face in the HR Tech space and how is Carrera Lee effectively addressing these issues?

The leading companies of tomorrow will recognize and seize the benefits of diversity and inclusion today. Harmony Roze guides clients to embed diversity, inclusion, and engagement into their day-to-day operations and practices that organically drive DEI initiatives. As technology becomes more and more of a commodity vs a differentiating strategy, the collective synergies of a workforce will create strategic differentiation that can't easily be duplicated by competitors. Walk the equity talk—organizations need



to be able to consistently practice and authentically demonstrate values that engender an environment of diversity, equity, and inclusion. Additionally, they need to be able to easily talk to the pulse of their workforce to ensure they feel heard, included, and are treated equally. We give them a platform that will make these practices a matter of standard operating procedure.

How does your technology support HR administration functions like managing organizational and employee data, employee and manager self-service, and benefits and payroll administration?

Harmony Roze comprises an HR & Talent Management Suite, a Workforce Management Suite, and a Benefits & Payroll Suite. Clients can implement basic and advanced features available in one or more of the suites when it is right for their organization.

Core HR- The Core HR Employee Profile comes standard on all implementations. It stores and tracks all employee information and functions through automated workflows, configurable forms and reports,

and real-time access to accurate and consistent employee information, which helps reduce administrative workload and minimize compliance risk.

The Advanced HR & Talent Management Solution

Talent Acquisition - provides for a seamless applicant experience that can be embedded into the company website with your branding organizational culture.

Employee Onboarding - Automated data transfer from recruiting to the core HR employee profile with automated forms and real-time status reports of where new hires are at in the onboarding process.

Talent Management - The talent management module helps eliminate complex, paper-based forms, streamline the performance review process, and support employee development.

Compensation - Harmony Roze compensation automates and streamlines the entire compensation management process, from defining programs and guidelines through budgeting and modeling to routing proposals for approval.

Learning Administration - Our clients can manage the delivery of employee training, from administration and registration to content delivery and tracking, to enhance employee development and maintain productivity.

The Workforce Management Suite includes:

Time Keeping & Attendance - Harmony Roze provides the data and tools to streamline time tracking with an automated collection of time and attendance information and enforce your pay and work rules by knowing who is doing what, when, and why.

Absence & Leave - enables organizations

to automate the administration and tracking of paid and unpaid federal, state, and employer-specific leave policies to maintain balances, reduce errors caused by manual processes, and control absence costs.

Advanced Scheduling - clients can automatically generate best-fit schedules based on your organization's unique requirements to help control labor costs, minimize compliance risk, improve productivity, and drive employee engagement.

Accruals - automatically calculates and tracks each employee's accrued time off based on your organization's specific rules, policies, and regulations to eliminate manual errors and support fair, consistent policy enforcement.

Attestation - connects to existing data collection source - InTouch punch clock/terminal or web entry - and delivers configurable workflows that capture accurate employee attestation responses in real time, and enables managers to monitor employee attestation status, run reports to identify trends and simplify compliance.

ACA Manager - provides proactive management of the clients' ACA compliance strategy across the entire workforce.

The Benefits & Payroll Suite includes:

Benefits Administration - Harmony Roze SaaS HR enables you to set up, configure, modify, and manage multiple benefit plan types—quickly and easily—with on-demand visibility into eligibility, enrollment status, and costs across the employee base. Features include benefits enrolment, life event changes, eligibility management, carrier connections, and employee/communications.

Payroll Module - With Harmony Roze Payroll, employees get an improved experience and managers get a reduced administrative burden with mobile friendly employee and manager self-service. Automated notifications allow

managers to be proactive when there are late or incorrect time cards or missing approvals. The paystub previewer allows employees to get answers through the self-service portal or mobile app.

Payroll Services - With the Harmony Roze Payroll Module, clients also receive complete, end-to-end services for tax filing, garnishment processing, and distribution of checks and payroll documentation - while providing the ease and convenience of working with a single vendor.

Harmony Roze guides clients to embed diversity and inclusion in the day-to-day operations and practices that organically drive DEI initiatives

With Every Solution Suite

Integrations - Just like Core HR, Harmony Roze Integrations come standard with all implementations. Harmony Roze has multiple tools to extract and import data, including WFR Middleware, Dell Boomi, open APIs, along with pre-configured connections to third-party vendors.

Security - Harmony Roze lives in a true multitenant architecture that has built-in redundancy and complies with the highest level of global security and data protection regulations. Our clients can rely on secure, continuous access to the automated tools and high-quality information needed for effective HCM that drives competitive advantage and bottom-line results.

Mobile App - Last but not least, the mobile app puts engagement power in the hands of every Harmony Roze user. With the mobile app, everyone gets easy, instant access and can manage personal information, including life changes. In addition to our Harmony Roze HR & Engagement platform, Carrera Lee offers HRZ360, which is an HR outsource service for clients who wish to stay lean, mean, and focused on their differentiating strengths and capabilities, which often do not include HR operations.

What are the distinct features of Carrera Lee that give it a competitive edge?

These days, businesses are facing many HR challenges when it comes to finding, hiring, and retaining great people and even developing poor performers. There are many reasons why businesses can falter in the face of rapid growth. According to a recent study, 23 percent of small businesses fail because they don't have the right team in place to get the job done. The savvy business leaders are looking for technology solutions that can help them navigate the waters. And the market is currently saturated with 100+ SaaS HR solutions that offer the same basic solutions. The most significant difference between our offering and all of the other platforms is that we not only provide a highly customizable solution for the day-in/day-out processes of managing a workforce but our high-tech solution is centered around advancing the management skills of the front-line leaders and magnifying the strengths of the workforce.

Inspired by Gallup's age-old research, our high-tech solution, Harmony Roze, has been designed with people-centric processes in mind and aims to transform managers into high-performance team coaches and engagement champions. This opens the door for meaningful, connected experiences that forge a culture of inclusion and growth. Our focus is on providing a solution that helps people feel safe, heard, and valued. **CA**