

It's time for action

Every day around the world, for 20 years, **Kertios acts** and makes available all its recognized expertise, whether human and/or technical, as well as its exceptional partnerships in the service of a single and only ambition:

Collaborate with its clients to implement their transformation strategies to build reliable and innovative solutions.



Our value proposition



We have been working for more than 10 years, mainly in three regions: Europe, CIS and Africa, and we have a long list of very satisfied customers from different countries.

We draw on our experience gained from a number of international projects and will provide your teams with best practice.

T20

We have in-depth knowledge of local requirements and their compliance with company policies and procedures. We also have extensive practice in coordinating local and corporate requirements.

We are adept at working with local partners and often collaborate with other consulting companies. We also have offshore capabilities.

We are flexible and work very quickly.



Our team are officially certified by Oracle for different products and keep it up to date.



High professionalism and very good project management.



Our Projects Geography

Kertios Consulting is an international company which operates globally in different countries. We've already realized many HCM/ERP projects in different countries around the world:



Our service offering

Transformation Organizational

- Operational Benchmarking / Digital Maturity
- Business Process Management
- · Operating Model / Business case
- · Change management / Training

Process optimization & solution deployment

- Process optimization: Finance, HR, Sales etc.
- HCM Solutions Oracle
- Oracle & Salesforce ERP Solutions
- Project Management

Systems and technologies design and implementation

- Business Intelligence
- Custom Development
- Maintenance / Hosting
- Software Publishing

Our Oracle Partnership

ORACLE

Partner

ORACLE"

ORACLE

CLE,

OKACLE

FUSION APPLICATIONS

TALEO

ANALYTICS

ORACLE!

ORACLE!

ORACLE'

GUIDED LEARNING (OGL) E-BUSINESS SUITE

JD EDWARDS

ORACLE NETSUITE

ORACLE

PEOPLESOFT

USER PRODUCTIVITY KIT

Kertios Consulting in figures

140+ Customers that

35%

of income from HCM / ERP projects

20+ Years on the market

15+

Oracle Applications
Consultants

20+ ERP/HCM projects

15+

AMOA projects





About Kertios HCM Business Process library

























Aim and purposes

Kertios Management has always known that one of the criteria for a successful commercial proposal and support of the entire project is its own HCM business process library. The following fundamentals were used to develop a proprietary HCM business process library:

- many years of HCM Practice projects experience
- knowledge of the:
 - business area
 - legislation
 - standard Oracle business processes and best practices
 - Oracle HR systems.

Kertios applies its own HCM Business Processes library for the following purposes:



Evolution of the library

Originally the business processes were prepared for PeopleSoft, E-Business Suite and Taleo. Afterwards they were adapted to HCM Cloud functionality.



































Format and view

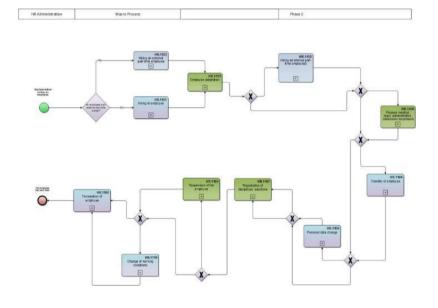
HCM business processes were written in a unified format for maintaining such documents (BPM N 2.0). The library is a sequence of discrete-event diagrams, which is the most effective method of simulation modeling and visual demonstration of the result.

Each business process has an individual number. A special Taxonomy file contains a complete list of business processes.

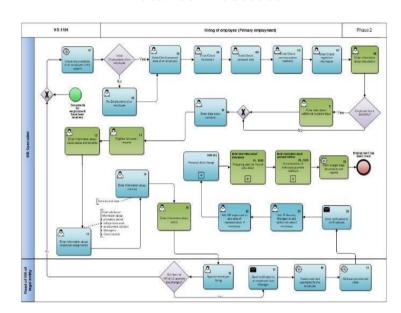
There two types of processes with different level of detail:

- M acro process visualization of the scope and affected modules;
- Detailed processes end to end flow chart that models the steps of To Be business process.

Macro Processes



Detailed Processes



HCM Business Processes

Currently, 142 HCM business processes in 9 HCM domains are available in the Kertios library:

Domain	Total
Core HR	31
Talent Management	22
Compensation Management	20
Benefits	6
Absence Management	13
Time and Labor	7
Payroll	20
Learning	13
Recruitment	10
Grand Total	142

Leveraging years of experience in HCM projects, Kertios regularly reviews and improves its business process library in a highly precise manner.

Having such a library is one of the key strengths of our project methodology and implementation approach.

