

# CASE STUDY

## Human capital consulting

*Oracle HCM Cloud Learning implementation*

### CLIENT BACKGROUND:

Yanfeng Automotive Interiors (YFAI) is a leading high tech automotive manufacturing company headquartered in Shanghai, with strategic locations in Europe and the United States. As a spin-off of Johnson Controls in 2016, YFAI was faced with the challenge of developing their own culture, strategy and technology.

### THE BUSINESS CHALLENGE:

YFAI's employees are skilled and specialized based on their manufacturing background, and they use their Learning function as a way to ensure their employees are adequately trained on key skills to run their business and leading safety practices. YFAI was leaving the parenthood of Johnson Controls and as they set to establish their own business functions and identify the technology that would best support their requirements, they also sought to give their talent processes a facelift by implementing Oracle Learning Cloud.

### THE BAKER TILLY APPROACH:

In order to optimize YFAI's talent processes, Baker Tilly guided YFAI through an implementation of Oracle Talent Management Cloud and Talent Acquisition Cloud in Phase One, and Oracle Learning Cloud (OLC) in Phase Two. By the time that Baker Tilly was implementing OLC, it had gained a thorough understanding of YFAI culture and human capital strategy. YFAI was an early adopter to OLC, so Baker Tilly leveraged its close relationship with Oracle and its ability to be a progressive, forward-thinking, valued business advisor to eliminate the risks that early technology adoption can cause.

After a detailed requirements gathering and analysis phase, Baker Tilly determined that the keys to success would be to create simple processes that would allow for efficient delivery and the elimination of back end maintenance, and design a Global Common Model that would allow for localization based on specific regional requirements. Baker Tilly's solution architects took on a teaching-first approach that sought to develop familiarity and expertise with OLC for the client right away. This approach provided knowledge transfer sessions mixed in with design sessions, so that as YFAI designed their solution, they also took a hands on approach to learning the new technology and processes.

### THE BUSINESS IMPACT:

With the implementation of OLC, YFAI was able to further invest in its talent management and boost its organizational capacity to attract, develop and retain talent. YFAI developed a global talent brand through this multi-year implementation, and was able to use the Talent and Learning modules to ensure that their talent brand was delivered consistently across the globe. Additionally, back end administration was significantly reduced, so YFAI's talent development teams could spend more time developing content and strategically planning learning campaigns.

### CONNECT WITH US:

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