

From Frustration to Success:

A Smooth HRIS Rollout

ICEYE

Customer Pocket Story

torq.people

Duration: 09/2024 – today



“The team quickly understood our challenges and needs, guiding us through a structured, value-driven onboarding. Their expertise and flexible approach ensured a smooth transition to HiBob, meeting our critical timelines while focusing on what truly mattered for our business”

Izabela Szczepanska
IT & Security Project Lead

Project Scope

- Implementation of Bob as a new HRIS, replacing the legacy system
- Development of a phased project plan to ensure a structured, value-based onboarding while meeting tight deadlines.

Use Cases

- Seamless migration from legacy HRIS to HiBob
- Phased rollout of Core HR, Attendance, Compensation, and Talent modules
- Value-driven onboarding focused on business needs
- Optimization of performance and talent review cycles

Industry

Defense and Space Manufacturing



Problem

- ICEYE wanted to implement a new HRIS – switching from their legacy system to Bob.
- The consultant previously brought in for this purpose was unable to solve the task to their satisfaction and within expected timelines.
- The result was frustration as well as a considerable time pressure.



Solution

- During a two-day workshop we managed to identify ICEYE’s challenges as well as the scope of work.
- We created a project plan and developed an MVP approach.
- We have revised the original timeline and divided it into two project phases in order to split the plan to implement the Bob modules HR Core, Attendance, Compensation, Talent and Payroll at the same time into feasible stages.
- In the second phase, we focused on Talent and Compensation to enable ICEYE to optimize their performance and talent review cycles.
- We ensured a value based onboarding to the system with a focus on the client’s needs rather than ticking off to-do lists for an implementation.



Impact

- After a pilot phase, we were able to ensure that Bob went live. For the live launch, we have already fully implemented the HR Core and Attendance modules.
- We designed state of the art processes without a long onboarding period for the client. At the same time, a lot of loose ends got tied together.
- We ensured a value based onboarding.