



"I am very proud that we have delivered the project within the timelines that we had set and within the budget. Tagetik delivers added value to Randstad Group through its advanced functionality and cloud deployment."

Rob Fenne, Managing Director Group Accounting, Randstad Group

Company

Randstad Group

Industry

HR Services

Cloud Corporate Performance Management

- Monthly and weekly group data collection
- Financial consolidation
- Budgeting and rolling forecasting
- Cash flow and organic growth reporting
- Management and Investor Relations reporting
- Annual and quarterly IFRS reporting

Key facts

- Randstad Group is the second largest HR Services provider in the world
- Stock listed as RAND on the AEX of NYSE Euronext Amsterdam
- € 17.2 billion annual revenues (2014)
- Consolidation of 465 entities in 32 currencies
- 450 Tagetik users
- Headquartered in Diemen, The Netherlands

Key Requirements

- More stringent process controls to increase data consistency
- Decentralized intercompany matching process
- Automated equity consolidation by variation type

The Challenge

Randstad Group had been using Hyperion Enterprise to collect, consolidate and report the performance of its operations. The limited scalability and dimensionality of Hyperion Enterprise was increasingly posing challenges for its planning & control cycle. A number of key topics, such as cash flow reporting and organic growth reporting, were done using customized Excel spreadsheets. Furthermore, process management was a challenge in the existing software. Early 2012, Randstad decided to look for a Hyperion Enterprise successor. After a series of proof-of-concept demonstrations, Tagetik was selected out of a total of three CPM suites. Randstad opted to deploy Tagetik under a Software-as-a-Service ("SaaS") agreement, migrating its consolidation and reporting platform into the cloud.

The Objectives

Besides safeguarding the continuity of the reporting process by replacing Hyperion Enterprise, Randstad wanted to also address a number of other key improvements, including automated collection and validation of data from its decentralized operations, adding process management and controls as well as formal submission requirements to a three-stage reporting process. Intercompany matching was to be pushed down into the organization. Cash flow reporting was to be established at the base level of the organization with cash flow consolidated in the same fashion as the income statement. Equity pick-up, equity consolidation and organic growth reporting should be automated in order to eliminate any manual effort. Rolling (cash flow) forecasting should be introduced. These objectives were targeted to be delivered in a nine month timeframe, in a group with 465 entities in 32 currencies.

The Tagetik Cloud Solution

The Tagetik software was used to develop the new reporting solution. In close cooperation with Randstad, implementation partner Satrium Group designed the new data model that integrated income statement, balance sheet and cash flow statement, creating an indirect cash flow statement that is automatically calculated including relevant currency translation, intercompany elimination and equity consolidation effects. Both management reporting and IFRS reporting requirements were combined to ensure a single data source for internal and external reporting. Multiple category hierarchies were designed to allow for actual, like-for-like as well as pro forma-views on the data. Combining these category hierarchies with the legal ownership data stored in the application, organic growth reporting was established which allowed for a more 'on-the-fly' presentation and comparison between two selectable periods. This new functionality was documented in an end-user manual and the 450 Tagetik users were trained on the new closing process at various locations in Europe, USA, Argentina, Singapore and Japan. After two months of parallel reporting, Tagetik was taken into production according to the original project plan and within the project budget.

- Integrated bottom-up calculated cash flow statement
- Integrated organic growth calculations

Key Benefits

- General ledger interfaces with drill-through option
- More consistent and higher quality data
- Reduced manual effort during the consolidation process
- Valuable insight into the origin of cash flow
- Automated organic growth calculations
- "Low touch" cloud deployment on-time, on-budget

"Tagetik enabled us to develop a cloud reporting solution that delivered on all Randstad requirements. It is great to see all aspects of the planning & control-cycle integrated into one source of truth."

Casper van Leeuwen
Partner, Satriun Group



The Benefits

Having Tagetik as a cloud solution allowed Randstad to reduce application downtime as the maintenance of the hardware and the software is provided by a specialist "Tagetik-as-a-Service" team. The Tagetik ETL allowed for improved transparency, audit trail and control over source data. And though the organizational change process was challenging, pushing intercompany matching into the organization and applying more formalized process controls reduced the need for manual reconciliation, which shortened the time required to generate the consolidated financial statements. The integration of the cash flow statement and the organic growth calculations within the same data model ensured a single source of truth and reduced the dependency on customized Excel spreadsheets. The powerful drill-down functionality of Tagetik enabled the corporate center to quickly navigate the large volume of data and pinpoint the origin of profit and loss as well as cash flow with a push of the button.

About Randstad Group (www.randstad.com)

Randstad was founded in 1960 and has since then expanded to 39 countries, representing more than 90 percent of the global HR services market. Randstad is the second largest HR services provider in the world. Its mission is to be a world leader in matching demand for and supply of labor and HR services. The Randstad Group has top 3 positions in various key markets. Randstad has 28,720 corporate employees working from 4,400 branches, and employs almost 600,000 people every day. Randstad generated a revenue of € 17.2 billion in 2014. Randstad Holding nv is headquartered in Diemen, the Netherlands, and is listed on the NYSE Euronext Amsterdam exchange.

About Satriun Group (www.satriungroup.com)

Satriun Group, with its headquarters in The Netherlands and Switzerland, was founded in 2011 with the aim of bridging the gap between finance and technology. The company consists of a team of experienced professionals each with at on average 15 years of relevant background in corporate finance, consolidation, financial auditing, interim management or consultancy. Satriun Group consultants distinguish themselves through a shared passion for corporate performance management and a drive to deliver the best solutions possible using a hands-on, pragmatic and customer-focused approach. Satriun Group has provided services to corporations of varying market capitalization. Its clients include corporations owned by one of the leading global investment firms as well as publicly traded small cap to large cap corporations.



About Tagetik

Tagetik delivers intuitive, enterprise-scale solutions with the embedded financial intelligence to address the complex challenges that face The Office of Finance every day. With Tagetik Cloud, our customers get the cloud without compromise - the many benefits of the cloud and the power to address complex performance management requirements. Whether on the cloud or on-premise, Tagetik addresses budgeting, planning, consolidation, close, reporting, analytics and disclosure in a single unified solution that has helped hundreds of companies improve efficiency, reduce risk, save money and deliver results.

www.tagetik.com