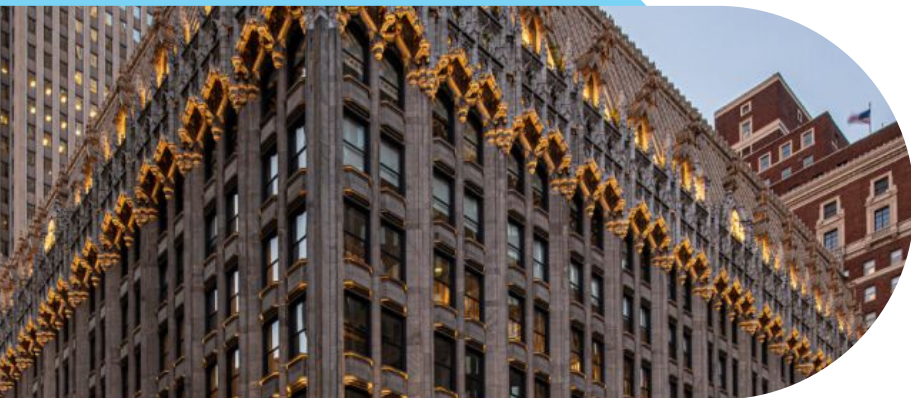




Navigating a Complex Enterprise HR Technology Transformation

Challenge

As Buchanan prepared to consolidate separate HR and payroll systems into a single, integrated UKG Pro platform, the firm recognized the complexity of the initiative. Supporting nearly 1,000 employees across approximately 15 office locations, the implementation required careful planning, extensive data validation, and the configuration of highly specialized payroll requirements.

The organization also sought to eliminate manual workarounds created by its legacy environment, including a fragile year-end bonus payment process that required custom programming to meet critical tax deadlines. With multiple legacy systems, complex payroll structures, downstream data integrations, and decades of historical employee information to preserve, Buchanan wanted an experienced implementation advisor to help guide strategic decisions, validate assumptions, and reduce risk throughout the project.

Areas requiring attention included:

- Consolidating separate HR and payroll systems into a single enterprise platform
- Supporting complex multi-state payroll requirements and multiple employee pay schedules
- Migrating and validating 35 years of historical employee data
- Preserving downstream integrations and enterprise reporting
- Reducing reliance on manual processes while minimizing implementation risk

Buchanan

About

Buchanan Ingersoll & Rooney is a national law firm recognized for delivering legal, business, regulatory, and government relations counsel to organizations across a wide range of industries. With approximately 475 attorneys and government relations professionals across 17 offices, the firm serves regional, national, and international clients, including more than 40% of the Fortune 500.



Industry

Legal Services



Services Provided

Implementation Strategy
Project Consulting
Training & Knowledge Transfer
System Configuration



Platform and Modules

UKG Ready
All Modules

Key Takeaways

- Enterprise HR technology transformation
- Strategic implementation guidance
- Complex payroll configuration
- Data migration and governance
- Knowledge transfer and user enablement

” ROCKCREST brought expertise in HR, payroll, and data, so we didn't need multiple consultants. They were able to help us with all of it.

-Dina Vickers, HR Operations Manager



Business Outcomes

Working alongside Buchanan's HR, payroll, and IT teams from the earliest planning stages through post-go-live support, ROCKCREST helped establish a strong foundation for long-term success with UKG Pro. Rather than simply supporting system configuration, the engagement provided strategic guidance throughout the implementation, helping the team evaluate options, validate data, anticipate downstream impacts, and make informed decisions at every stage of the project.

ROCKCREST's consultant assisted with complex payroll configuration, phased data migration and auditing, custom field development, reporting, and hands-on user training. By combining technical expertise with practical implementation experience, Buchanan successfully consolidated its HR and payroll environment, migrated 35 years of historical data, and equipped internal teams with the knowledge and tools to confidently manage the platform. Today, ROCKCREST continues to serve as a trusted advisor, providing ongoing guidance as Buchanan enhances and expands its use of UKG Pro.



Enterprise Transformation, Delivered

ROCKCREST guided Buchanan through a complex HR technology transformation, providing the strategic expertise needed to successfully implement UKG Pro and prepare the organization for long-term success.

"Our consultant challenged our thinking, explained the downstream impacts of our decisions, and helped us make choices that set us up for long-term success. I honestly don't know what we would have done without them."

-Dina Vickers, HR Operations Manager

RESULTS

- Consolidated HR and payroll into one integrated platform
- Successfully migrated 35 years of employee history
- Configured complex multi-state payroll requirements
- Built custom fields and reports to support business operations
- Improved data quality through phased auditing and validation
- Enabled downstream integrations across enterprise systems
- Delivered hands-on training to accelerate adoption
- Continued strategic advisory support following go-live

