

E-book

From training wheels to winning marathons: **Why the journey to the cloud is like learning to ride a bike**

A guide to getting you started on your cloud journey.

Sage



Learning how to ride a bicycle can be an exciting and intimidating process. You start with training wheels and remove them once you find your balance. Sure, you might fall and scrape your knee, but you can always get up, put on a helmet and knee pads, and get back on the bike.

The more you ride, the more confident you become. And before you know it, you'll be shouting, "Look, ma—no hands!"

In the same way that you don't just get on a bike and know how to ride, the journey to the cloud is a progressive one and doesn't happen in a single, sweeping motion. You need to find your balance and grow your confidence before you start doing the cool tricks.

Every journey is different. Every business will start at a different stage. Each will experience highs and lows, but the desired outcome is similar. Like a bike, the cloud is a tool to get you to an outcome; it's not the end goal.

In this e-book, we'll discuss the benefits of moving your HR and payroll function to the cloud, advise you about choosing the right solution for your business, and guide you through your journey as you level up from cloud "training wheels" to winning "marathons".



Table of contents

1. Shifting to the cloud: What does it mean?	Page 4
2. Why make the switch?	Page 6
3. Who's making the switch?	Page 10
4. The real truth: Cloud myth busting	Page 12
5. Choosing the right solution for your business	Page 16
6. Next steps: What should HR leaders do right now?	Page 24
7. How HR and payroll leaders are solving key business challenges with Sage	Page 25



1. Shifting to the cloud: What does it mean?

Cloud transformation is the process of moving your data, apps, and software from your on-premise systems to the cloud. Although getting started on the cloud journey can be daunting, the best way to do it is in stages.

As an HR and payroll professional, you probably already have a sizable helping of files on your computer (or desk). You've gotten used to your way of working and might be hesitant to change your processes because it's the way you've always done things.

We get it; change can be uncomfortable.

So, the best way to make any shift is to use a low-risk, proof-of-concept approach.

Remember, you're still learning the basics and developing a business case, so experimentation is key.



Where and how should you start?

The basics.

The beginning stage is where most of the planning happens—you're defining your own journey and outcome. You're pressing every button to see what it does, how it helps you, and what it *can* mean for your daily operations. Tackle the time-consuming, repetitive manual tasks first, like data capturing, leave management, and payroll processing. In other words, digitalise your bare-bones HR and payroll essentials.

Once you **find your flow**, you can move more apps or processes to the cloud, such as performance management, shift scheduling, timesheets and expenses, and recruitment.



The key is balance.

The more you use the cloud, the more comfortable you'll get, and you'll figure out ways to optimise other functions, like payroll.

No change is without its initial complexity and disruption, but if you get the planning and preparation right, you can avoid pitfalls and common mistakes—the software will do the rest.

At this stage, the way to keep your balance is to keep moving. Before long, you'll build momentum, develop trust in your technology, and increasingly rely on it to enable your business and empower your people.

Insight from the industry

The Sage **Payroll and HR in SA: Rising to the challenges of change research** found that:

- **35%** of HR and payroll professionals spend at least a third of their daily time on:
 - o Preparing and processing payroll, compensation, and benefits (**52%**)
 - o Maintaining employee records (**45%**)
- Only **31%** have the time to track KPIs through HR and people analytics; this increases to **44%** for users of cloud-based systems
- 88% of businesses already using cloud-based HR and payroll systems were better able to adapt to remote or hybrid working models
- **64%** of medium-sized businesses increased their HR and payroll technology and analytics in the past year, and **47%** made the switch to cloud-based systems to enable high-quality data that helps them make more accurate forecasts

As stakeholder and employee expectations continue to rise, so does the potential for specialist HR and payroll software to free up capacity so you can focus on attracting, retaining, and engaging the best people for the job.



”

“Powerful reporting tools provide us with valuable insights and assist us in connecting with our employees.”

Johan du Plessis
HR Manager, De Keur Group

2. Why make the switch?

Cloud technology doesn't begin and end with task automation and payroll optimisation.

There are various functionalities to explore, such as skills development modules, intelligence reporting, employee self-service, people analytics, and API integrations for secure data exchange and industry-specific requirements, like time-tracking for professional services businesses.

With all this on one platform, your HR and payroll teams can access the same info from anywhere in the world, respond to employee requests faster, and get their work done more efficiently.

What's more, [self-service functionality](#) lets employees submit leave requests, manage their personal info, access HR policies, review their performance, check leave balances and salaries, record hours worked, submit expenses, and more.

Right, so what's left of your job?

Glad you asked.



Self-service functionality, automation, and streamlined processes free up your time to focus on more strategic work, like culture, employee wellbeing, and the ability to proactively anticipate and remedy challenges. What's more, you're able to provide strategic advice to C-suite leaders to help them make informed business decisions.

The shared value chain looks something like this:

- ✓ **Employees:** Get autonomy to manage their own processes and information
- ✓ **Colleagues:** Get more of your time for urgent matters and the people strategy
- ✓ **You:** Get more time and headspace to focus on making your business a great place to work
- ✓ **Customers:** Get streamlined and engaging service delivery from staff who have more time and digital access to assist with queries

Endless benefits for the whole team



Accessibility

Your team can be just about anywhere and still have access to the cloud anytime, supporting remote or hybrid work environments while saving costs, time, and resources.



Cost

Operating from the cloud is cheaper than implementing, maintaining, and upgrading on-premise infrastructure. With no upfront capital expenditure, you only pay for what you use. This reduces labour and maintenance costs, freeing your IT team to focus on the core business and innovation.



Efficiency

The cloud streamlines operational efficiency by improving data access anywhere, anytime, and enabling real-time communication and collaboration. The result? Less IT resources, less cost, and less admin. Less is more.



Flexibility

The cloud lets you scale your resources up or down as needed. Whether you want a permanent or temporary solution, the cloud gives you the power of choice.



Security

It seems counterintuitive that moving your data and infrastructure offsite makes it safer, but the cloud makes it incredibly difficult to gain unauthorised access to your assets. Where hackers can easily gain access to data stored on a computer through malware and phishing techniques—or by simply picking it up and walking off with it—the cloud protects your data through encryption, granular access controls, and additional layers of security. In addition, multiple and real-time backups of key data reduce the risk of data loss and downtime.



Speed

In business, speed to innovation is essential to staying competitive. When you operate from the cloud, you can instantly scale your infrastructure to support new projects and priorities. On-premise infrastructure, on the other hand, could take weeks or months to upgrade, which delays innovation.



Agility

Once you start your cloud journey, the only direction is up. The cloud helps you grow faster with the business driving the strategy and the SaaS provider giving you the power to move forward.

Transforming the industry

The benefits of mobile solutions and the cloud aren't limited to your internal efficiency but also give your business a competitive edge, ultimately impacting the bottom line.

Here are other ways that cloud HR and payroll can transform your business:

Employee autonomy for a modern business

People rely heavily on their smartphones. When employees are out in the field or attending meetings, it's not always practical for them to carry bulky and expensive devices.

With cloud HR and payroll, employees can quickly access information and perform tasks wherever they are,

from any device. For example, when commuting or waiting for a meeting to start, they can seamlessly perform self-service tasks, such as applying for leave, filing business travel expenses, and updating personal information.

This ensures no idle time or dependence on bulky equipment.

Easy learning and development options

Research shows that employees are more likely to stay with a company that offers learning and development



(L&D) opportunities. With cloud and mobile e-learning solutions, employees can upskill themselves wherever, whenever.

Not only will employees learn at their own pace, but you'll also have more flexibility to deliver training and education to your employees without spending more money and time getting everyone together for training days.

Everything in one place

Easy integration into other business systems, such as accounting and sales, and secure and direct feeds into your bank account means you can close multiple open tabs on your device and switch to one application that has and does it all.



From bank account validations to ID verifications and more, you and your device can breathe a sigh of relief knowing that you don't need to toggle between multiple screens and systems.

Satisfied employees

Cloud solutions let you build various value-added services into your apps and internal websites, like salary tax calculators, to answer employees' questions before they line up outside your office.

After all, when employees have answers before they have questions, the HR department can rest easy knowing their people are in the loop and satisfied.

”

“Sage lets me manage everything in one place. It gives us a real-time view of our payroll, so we always have our finger on the pulse.”

Johan du Plessis
HR Manager, De Keur Group



3. Who's making the switch?

Businesses operating in multiple locations have multitudes of employee and payroll data to manage, making manual systems inefficient to integrate, track, and manage data and workflows across business sectors.

Sage research shows that data security, time management, and remote and hybrid working models are the main reasons why many businesses make the switch to cloud.

Respondents also say that cloud payroll systems simplify:

- Automated tax calculations (**70%**)
- Payroll and employee data (**56%**)
- Centralised records (**46%**)
- Integrated payroll, time management, and HR systems (**56%**)

De Keur Group is just one of the businesses that made the switch for these reasons.



“We realised we could improve efficiencies and streamline our business by implementing a solution that can be hosted locally or via the cloud.”

Johan du Plessis
HR Manager, De Keur Group

De Keur success story

De Keur Group is a family-run agricultural company based in the Western Cape. As one of South Africa's top producers of high-quality fruits and vegetables, its legacy payroll solutions were buckling under the pressures of a growing company.

The Group operates three companies: De Keur Estates, which manages four commercial farms; De Keur Packaging, the packing facility; and De Keur Marketing. So, it's only natural that they needed industry-specific cloud solutions to keep up with the workflow of the three companies.

HR Manager, Johan du Plessis, started evaluating his options for streamlining operations. Turns out, **Sage 300 People** had everything he needed to automate tasks, compile reports, and integrate business operations.

"The desktop product we were using before Sage 300 People served us well for many years, but we realised that we could improve efficiencies and streamline our business by implementing a solution that can be hosted locally or via the cloud. Sage 300 People gives us a real-time view of our payroll, so we always have our finger on the pulse," says Johan.

What's more, because he implemented the software in 2019, he was in complete control when COVID-19 hit and always had remote access to payroll processes.



Multiple companies, one solution

De Keur's payroll team has eliminated manual tasks, data backups, and miscommunication with a single interface across three businesses. The company can now quickly and accurately collect time and attendance information on a customised and optimised platform designed for farming operations.

"One of the system's key benefits is that we can generate management reports at the push of a button and export them to Excel, giving senior executives the real-time information they need to support their decisions about the workforce," says Johan. "This was especially helpful during COVID-19 lockdowns when employee numbers and business requirements were in constant flux."

Key outcomes for De Keur Group:

- Automated tasks, including importing earnings and deductions
- Real-time view of payroll processes
- Efficient management reporting
- Weekly and monthly payroll management across three companies from one solution

[Click here to read the full De Keur success story](#)

4. The real truth:

Cloud myth busting

The internet and web-based applications can be scary for many business owners, who feel their data is safer off the grid. However, as with many innovations, there are myths about cloud technology that need to be busted.

1. “It’s too risky. I’d rather have my data offline and away from hackers.”

Yes, hacking and cyberattacks are real threats, but the SaaS provider’s credibility makes or breaks your data security. A credible vendor hosts and manages applications and data using world-class technology and security approaches. They invest far more time, energy, and research into security than most businesses and employ top talent to keep systems secure. In other words, when you use cloud HR and payroll software, your data will likely be more secure than if you kept it on-premise.

2. “My internet connection is too weak to handle cloud technology.”

Many businesses using cloud technology have standard ADSL and mobile broadband connections. So, whether you have lightning-speed uncapped fibre or rely on your mobile hotspot, you’ll have enough bandwidth and capability to run your software and business from anywhere, at any time, and on any device.

3. “I don’t want to limit my business by only relying on the cloud.”

You don’t have to! Just because you’re using the cloud doesn’t mean you have to ditch your existing applications and only commit to your cloud provider.

Because the cloud is hybrid and fully scalable, your digital transformation journey is what you make of it. You can choose to work online on an as-needed basis while still having a PC software package. Cloud solutions make your life easier, more convenient, and less disruptive.

Chances are, you’ll soon realise that the cloud actually removes limitations imposed on your business by legacy software and systems.

4. “What else does it do apart from saving me money?”

Yes, cloud software does save you money in most business operations, but that’s not where the benefits stop. Having flexibility and enhanced data security, enabling collaboration, and eliminating proximity issues are just some benefits of switching to the cloud.

In the past, employees needed to go into the office to install, upgrade, or even fix company software. In contrast, cloud technology only requires an internet connection—the SaaS team takes care of all the upgrades and maintenance in the background. Simply buy what you need and increase your use within seconds.

In addition, cloud technology automates mundane tasks, improves reporting, and eliminates compliance complexities and errors. The result? More time to focus on initiatives that make an impact on your business, such as people management, youth empowerment, and employer reputation building.

”

“The cloud promises to make business IT resources online and on-demand as easy as Gmail and Dropbox services. It’s about having a flexible new way of buying technology applications and services you need. Many of the fears that surround the cloud are now out of date.”

Ivan Epstein
CEO of Sage Australia, Asia, Middle East, and Africa



Challenging the challenges

Practitioners—both seasoned and young professionals—tell us that staying on top of constant changes in legislation is their biggest HR and payroll challenge. This is especially true for businesses that still use manual or offline payroll systems.

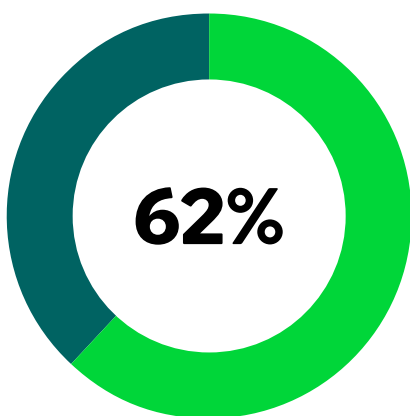
As a result, HR and payroll professionals spend so much time on manual, repetitive tasks and maintaining employee data that they have little time to position the company as a desirable employer.

This is on top of other HR and payroll challenges and concerns:

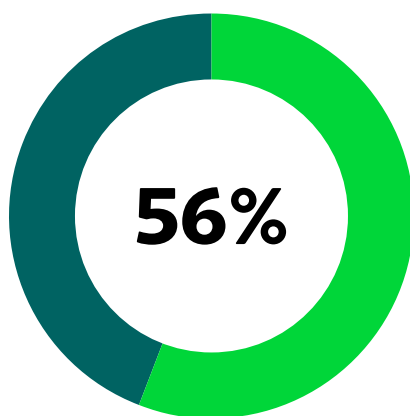
- **49%** of HR and payroll professionals believe continuous changes in legislation and regulations drive payroll complexity
- **50%** find it difficult to explain tax calculations to their employees
- **73%** agree that COVID-19 added to payroll and HR complexity
- **24%** are concerned about protecting data

People are creatures of habit, averse to change, and often prefer using existing tools and processes, even if it means doing the same thing repeatedly and overspending on time and money. However, staying compliant and being productive shouldn't be as complicated as in the past.

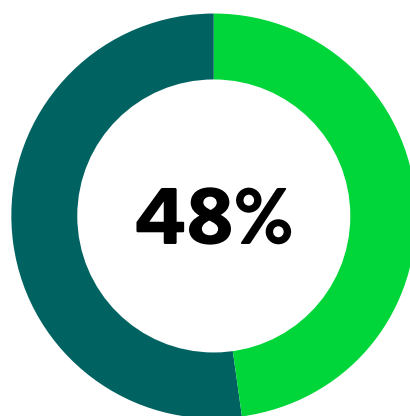
Here are a few ways that HR and payroll professionals are leveraging software to help their businesses flow better:



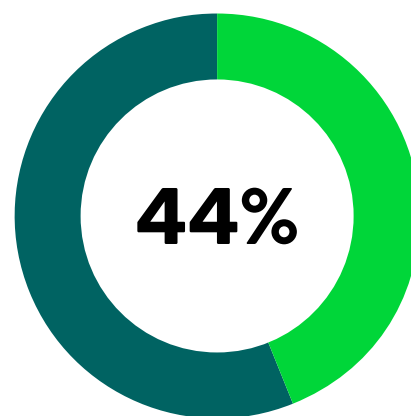
of professionals feel that embracing technology and analytics should be a top priority for leaders



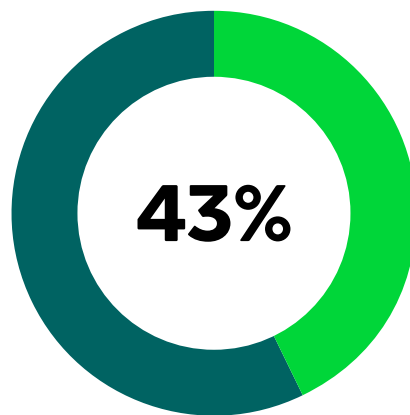
of professionals agree that digitising HR, payroll, and employee information saves time and effort



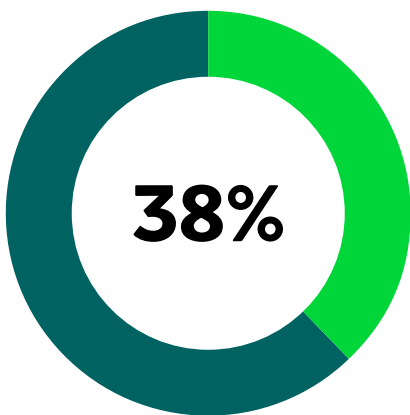
are managing employee engagement to increase productivity, motivation, and morale



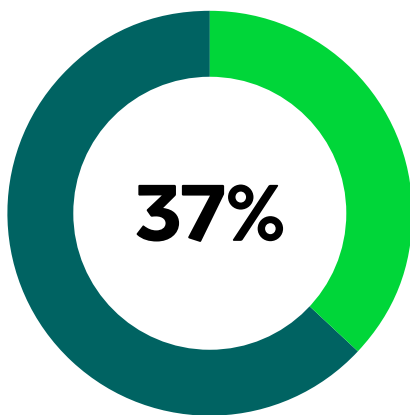
are freeing up HR's time to advise executives



are supporting employees and managers with increasing needs around mental health



are strengthening organisational culture to create long-lasting team bonds



are managing talent to retain top employees

Still not convinced?

These are some of the challenges introduced by on-premise software and how cloud solutions solve them:

Data security

- **Challenge:** HR processes vast amounts of personal data relating to employees, including their names, addresses, and banking details. This information must be protected in line with the Protection of Personal Information Act (POPIA), with heavy penalties for non-compliance or security breaches. Data stored on computers, spreadsheets, and filing cabinets is vulnerable to theft and loss, which could land you in trouble with the law.
- **Solution:** Sage research shows that when HR and payroll professionals use cloud software solutions, they are less likely to leak confidential business data accidentally, while automated data capture reduces human error and duplication and improves data accuracy and transparency.

Time management

- **Challenge:** A growing business needs employees and HR departments at the top of their game to keep employees engaged, motivated, and satisfied. But with manual tasks and offline systems, repetition and errors constantly loom and waste valuable time.
- **Solution:** Switching to cloud software increases productivity, boosts flexibility, and automates specific tasks. When HR and payroll professionals don't waste time on repetitive tasks, they have more time to share expertise and insights that enhance their people strategy and decision-making.



Adapting to hybrid/remote working

- **Challenge:** Many businesses are juggling some employees working in the office and others working remotely, complicating HR and payroll consistency and processes.
- **Solution:** Our research shows that 70% of SMEs are switching to cloud-based systems to better manage remote and hybrid working models. With all information in one place, everyone stays on the same page, no matter where in the world they are. Cloud technology also helps maintain a healthy company culture in dispersed working environments with little face-to-face communication.

People analytics

- **Challenge:** HR and payroll professionals have a goldmine of data, but don't have tools to mine the insights that will enhance the employee lifecycle or predict trends.
- **Solution:** Cloud technology turns all employee data and trends into user-friendly and accurate reports, giving HR and payroll professionals as well as C-suite leaders real-time insights and predictions.

5. Choosing the right solution for your business

This is where it all starts. By now, you should know what cloud systems are, why you should make the switch, and the difference it could make for your business.

But before you dive into a specific solution, you need to know what software is relevant to your business.

Here's how you can choose the right one:

Create a workflow map

Map out a set of Standard Operating Procedures (SOPs) defining certain tasks and the steps taken to complete them.

This framework should include:

- who is responsible for a task,
- how long it typically takes to complete it,
- if it relies on completing another task (dependencies),
- how you collect data from the task,
- where the data is stored, and
- who can access it.

For example, what steps do employees need to take when applying for leave, and what actions does HR take to process the request and update the system?

This will help you systemise and standardise processes, keep your team in the know, help you identify duplicate or overlapping tasks, and give insight into your organisation's workflows. Plus, it makes training new people easier.

Know what you need

Jot down everything you need from your HR and payroll software using your SOPs as a guide. Categorise your requirements according to priority and include the 'nice-to-haves'.

The solution you need depends on the functionalities you require. For example, if you specialise in professional service delivery, you might need time-tracking functionality, or if you're in retail, you may need to pay your sales representatives' commission.

Identify your challenges

Identify bottlenecks and challenges and link them to specific workflows.

For example, do your employees have to physically scan and attach receipts to expense claims and complete lengthy expense sheets? There's an opportunity to streamline this process using mobile technology that lets them take a photo of a receipt and automatically allocates the expense to predefined categories.

This will give you a good idea of which departments need streamlining, allowing you to define the source of the problem and find the solution you need.

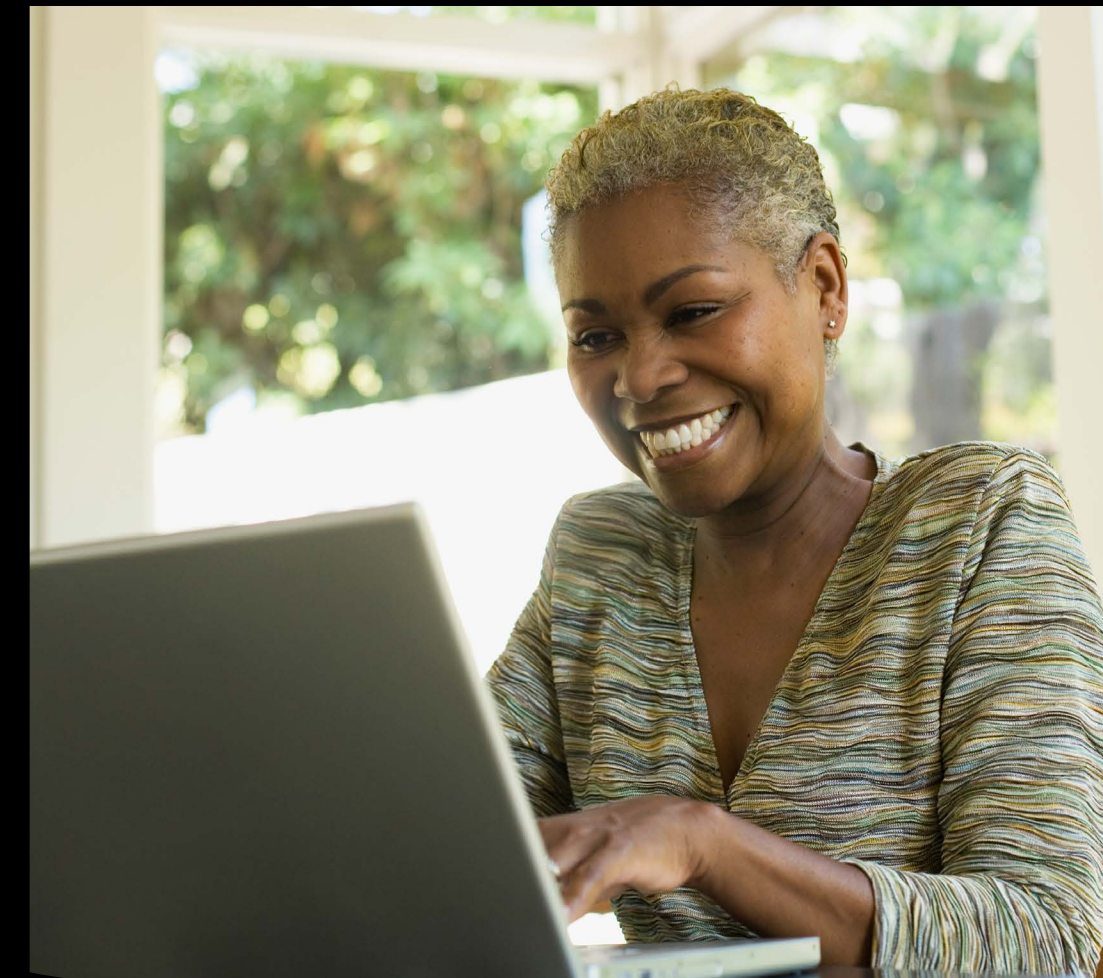
Solving these problems should now be a top priority in your cloud software solution decision.

Get input from the people who experience these challenges

You're doing this exercise to lighten the load on your HR and payroll team, so it's best to get their input on the challenges they're experiencing and how they would solve them.

Involve every person using the solution, and make sure you choose one that supports and streamlines current workflows. Take note of concerns and explain how the solution will benefit them in the long run. Buy-in from the team is crucial in any cloud transformation; otherwise, people will revert to the old ways of doing things.

Remember: including your team in the decision-making will make change management easier and increase the likelihood of a smooth roll-out.



Know your budget

When you get to the budgeting part, note that cloud-based business management solutions are offered as a service. In other words, you only pay for what you use or per user/license.

Consider your monthly budget regarding implementation costs, the number of users/licenses required, onboarding, and training.

See for yourself

Implementing a new system is a big step for any business, which is why there are ways to test the waters before committing to a solution.

Take note of each solution's pros and cons and cross-check these against your requirements. Get the best out of **product tours and demos** by pre-planning workflows and tasks you want to explore before you take the tour.

Get the people who will actually be using the system to participate in the demo or product tour—they'll have valuable feedback on the solution and whether it solves your identified challenges.

Once you've done your due diligence, weighed your options, and spoken to your team and business partners, it's time to **decide on the right solution for your business**.

Getting started:

The cloud solution checklist

Every business has its own tech needs and constraints, and the departments within each company are no different. HR and payroll wouldn't have the same needs as the IT or financial departments, which is why we've broken down our cloud solution checklist into four categories.

So, whether you're in HR, IT, and finance, simply find your checklist and tick the boxes that suit your needs.

For HR leaders		✓
Employee self-service	My employees can easily access timesheets, submit absence requests, get salary information, view employee profiles, and manage their own data anytime, anywhere, using any device.	
Performance and talent management	I can have continuous conversations, deliver pulse surveys, and get 360-degree feedback, instant peer recognition, and standardised performance metrics.	
Custom employee experience portal	My employees are always up to date with easy access to company content, communications, videos, social updates, policies, and more from one employee hub.	
A single automated system	I have full visibility of my entire workforce across all departments, entities, and countries.	
Data visualisation	I can spot trends in real-time with user-friendly charts, tables, and other graphics.	
Custom dashboards	I have personalised dashboards categorised by role and function so I can only see relevant metrics.	
Automated core HR processes	Most of the admin-heavy tasks are automated, which means I have more time to focus on tasks that matter.	

For HR leaders		✓
Flexible and mobile workstyles	I can easily transition employees between business segments or locations, which simplifies remote working and system access.	
Easy workflow management	I can make changes or adjust the system to suit my business as it grows without calling the IT department.	
Multicurrency and multilingual support	All my employees worldwide can access support without language barriers.	
Automated hiring and onboarding	I can streamline new hire approvals with electronic signatures and automated reminders.	
Dynamic charts	I have an instant and updated view of people as they join, making it easier to find colleagues, see reporting lines, and access contact information.	
Personalised surveys	Getting feedback is seamless across all stages of the employment journey.	
Constant communication	My managers and I can provide feedback and make decisions throughout the employee lifecycle.	



For the IT team		✓
Strong data recovery protocols	Company data is backed-up in real-time to primary and secondary disaster recovery centres.	
Multi-factor authentication	My system restricts user access when and if needed, which adds an extra layer of protection.	
Permissions and profiles	Only authorised persons have access to sensitive HR data.	
Built-in compliance	My system complies with current standards and is automatically updated regularly to ensure compliance.	
Online customer portal	How-to videos, support guides, case management reports, release notes, and product experts are readily available to provide support when I need it.	
Customer success manager	I can rely on my service provider for support whenever I need to review or adjust my plan.	
Status tracking	I can raise, view, and track the status of my support cases and access updated resources from a single system.	

For the IT team		✓
Community hub	I can share knowledge and inspire with tips, resources, and chat groups, enabling teams to ask questions and offer advice.	
Built-in integration	I can connect to other systems in multiple ways, including programmable interfaces, file transfers, synchronisation, embedding, or linking.	
Accurate payroll integration	Sensitive data is secure and highly configurable. I can seamlessly pass salary and benefits data to one or more payroll systems.	
Self-manageable	Other departments need minimal input from me on how to work with the system.	
Robust and secure	I have peace of mind that the company data is secure and “always on” with high availability rates.	

For finance leaders		✓
Real-time people analytics	Consolidated global reporting gives me actionable insights across the board.	
Data visualisation	Charts, tables, and other graphics make it easy to spot trends and easily create and share reports.	
One-click refresh	I can instantly access pre-built reports and dashboards in real-time.	
Less admin	I spend less time on mundane admin tasks and have more time to make strategic decisions.	
Permissions	I know that sensitive HR data is only visible to authorised persons.	
Company-wide benefits	The system's analytics capabilities give me insight into overall business goals and financial performance, allowing me to make insightful decisions.	
Efficient compensation management	I can manage, record, and allocate salary, HR, and manager recommendations while autogenerating compensation communications.	
Secure and integrated payroll	I can seamlessly share salary and benefits data to one or more payroll systems.	



For finance leaders		✓
Support	I have full implementation support from my provider.	
Training	I know how many staff need training and on which product areas.	
Number of licenses	My provider gives me the best value for money.	

For CEOs		✓
Employee experience	Having a portal builds my company culture and gives employees access to critical content, communications, videos, social updates, policies, and beyond.	
A single system for the whole company	I have a complete overview of my entire workforce on one system.	
Performance management	Continuous conversations, 360-degree feedback, and instant peer or colleague recognition allows me to monitor and track KPIs.	
Self-service	My employees have 24/7 remote access to manage their own data and digitally submit and track leave requests, expenses, and salary information.	
Real-time succession planning	I have a clear and accurate view of multiple successors, readiness, development plans, and recognition strategies.	
Real-time insights	I can plan hiring strategies, analyse attrition, manage absence trends, and beyond.	

For CEOs		✓
Custom dashboards	My company's leaders and functions have up-to-date and personalised dashboards according to their priorities.	
Diagnostic insights	I can identify risks before they become problems.	
Metrics monitoring	I can monitor my entire leadership team in custom views.	
Skills and competencies	A full view of workforce capabilities across multiple locations gives me insight for potential upscaling, global expansion, and succession planning.	
Flexibility	My system can evolve with the changing needs of my business and people.	
Centralised system	All my people data and HR policies from across the board are in one secure hub.	
Workforce satisfaction status	I know exactly how my workforce is doing, enabling me to act where necessary.	

For CEOs		✓
Automated alerts	The system spots trends for me and notifies managers about exceptions, such as high absence levels, which allows me to stay one step ahead.	
Plan and reward	I can use one system to perform consistent, compliant salary increases and bonus amounts for my entire workforce.	
Efficient working	Pulse surveys and my ability to change or create processes quickly allows me to design better ways of working.	
Employee engagement	My system gives me a branded user experience, including multi-entity branding.	
Straight-to-mobile communication	I can send information to employees on any device they're using and instantly connect with teams using the built-in directory.	



6. Next steps: **What should HR leaders do right now?**

The switch to the cloud might seem complicated and daring.

However, this e-book shows you how convenient and easy it is to build a cloud adoption plan. All you need is a few steps in the right direction.

Tips for switching to cloud HR and payroll software:

- **Understand why you're switching:** Think about the problem at hand and make sure you have a clear objective for the cloud HR and payroll solution.
- **Get input:** Ask business leaders and colleagues what they need from the system and what challenges they want to solve.
- **Ask the professionals:** Don't hesitate asking vendors for advice and information on ROI, the integration process, employee buy-in, etc.
- **Hold onto your checklist:** Compare vendors and list the pros and cons of each solution according to your business's checklist.
- **Learn how to speak corporate:** Business executives outside of HR don't always understand HR and payroll technology investment for what it is. Consider how a COO or CFO reports to the company's leaders and try to "speak their language" when building your internal business case around cloud HR and payroll technology.



“We chose Sage for its consolidated HR and payroll database, robust reporting capabilities, and easy handling of payroll codes across multiple companies.”

Susan Lombard
Group Remuneration Manager, Premier FMCG

7. How HR and payroll leaders are solving key business challenges with Sage

The business arena has changed significantly in recent years, and many companies are looking for ways to stay ahead by investing in products and services that drive business growth and support their workforces.

When you invest in cloud software, you're not only investing in **streamlining overall business operations**, but also in **employee experience, productivity, efficiency**, accuracy, and **data security**.

Paying for and integrating new HR and payroll technology is no small feat. That is why it's important to choose a partner that gives you everything that the cloud has to offer.

Sage 300 People is specifically designed to empower your people, scale in line with your business growth, and drive collaboration and productivity whenever, wherever.



With Sage cloud-based HR and payroll software, the possibilities are endless, from seamless integration to automation, accessibility, and beyond.

What's more, Sage has worked closely with SARS and independent software vendors (ISVs) to design and build advanced HR and payroll software that ticks all the boxes. Just like riding a bike is intimidating and seems like an uphill battle, the feeling of freedom when you switch to the cloud is so worth it.

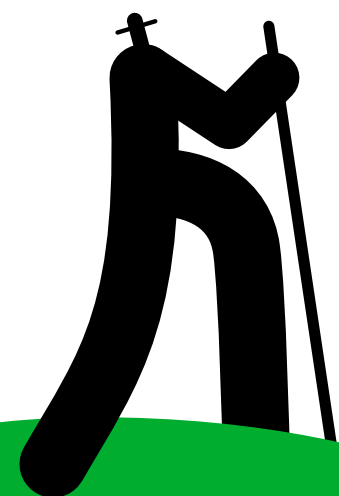
Cloud HR and payroll software is the most effective way to introduce you and your business to the next generation of technology. Why? Because our cloud solutions give you all the benefits of multiple functionalities in one centralised solution.

Ready to get on the bike? [Take a free product tour](#) or [Book a free live demo and consultation](#) to explore your options and begin your digital transformation journey.



“The fact that our human resources and payroll departments have access to the same set of up-to-date information is introducing a new level of efficiency to our business.”

Jackie Botha
Payroll Manager, WSP



Sage Johannesburg
6th Floor, Gateway West
22 Magwa Crescent
Waterfall 5-lr
Midrand, 2066

tax.sage.co.za



Sage

©2023 The Sage Group plc or its licensors. Sage, Sage logos, Sage product and service names mentioned herein are the trademarks of The Sage Group plc or its licensors. All other trademarks are the property of their respective owners.