

We guide you to the future

Cynosure Technologies



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Cynosure Overview

Delivering Value

Cynosure helps organizations evaluate and implement next-generation enterprise capabilities based on PeopleSoft's integrated solutions suite.

Cynosure has the skills, tools, methodologies, and expertise to make the most of PeopleSoft enterprise solutions and deliver value on time and under budget.

Why Cynosure

- One of our greatest strengths is the capabilities and experiences of our people and teams.
- We have a formidable team of skilled professionals.
- The Cynosure Leadership team is an elite provider of expert PeopleSoft services.
- The Executive Leadership Team has **35 years of experience** helping organizations complete the world's most complex PeopleSoft projects.
- The PeopleSoft Team has almost **70 years of PeopleSoft project implementation, consolidation, and upgrade experience**
- Collectively, the Cynosure Team possesses every skill set necessary to deliver state-of-the-art PeopleSoft services.

To upgrade PeopleSoft or not too upgrade PeopleSoft?

- Are you dependent on several contractors to manage your PeopleSoft environment?
- Are you having difficulty predicting the future growth of your PeopleSoft user community?
- Is coordinating all the PeopleSoft consultants and service providers driving you nuts?
- Is your organization totally dependent on your PeopleSoft environment but you don't have the adequate resources and flexibility to reflect this?
- Are you having difficulty handling the growing complexity of your PeopleSoft environment?
- Do you have the in-house staff to deploy the technology innovations that PeopleSoft requires?
- Are you delaying the PeopleSoft upgrade?

For legacy PeopleSoft application users, these are the question while Oracle Corporation develops their next generation of applications and technology marches on.

While Oracle is offering customer support for older PeopleSoft versions, organizations still must upgrade to 8.9 or 9.0 to continue to receive regulatory updates.

But upgrading is a big decision and not necessarily because of the software costs.

New software implementation and integration with prior versions is a labor-intensive process.

Most organizations don't keep on staff employees with the experience or skills needed to complete the work and do not want to invest the time or money to train them in skills that are used so infrequently.



Fraught with problems

Traditional PeopleSoft Application customization has always been fraught with problems.

Modification of the current generation's solution can make PeopleSoft upgrades difficult or impossible.

Cynosure implements a business-centered support structure and takes advantage of our own proven methodology to provide a safe and effective mechanism for customization, without inhibiting upgrades.

To facilitate this, Cynosure creates clear business architectures that represent the core functionality of PeopleSoft applications.

Cynosure then uses these business architectures to determine how the change should be integrated into your system, whether via the delivery of a new business service, or by extending an existing service.

The ability to evolve your application both in technology and business terms ensures that you are continually tuning the application to better meet the needs of the business.

By using Cynosure experts and a blend of Cynosure support customized to your level of business change, this approach delivers lower TCO and a higher degree of assurance that money invested today will yield the right returns tomorrow.



Identifying the Challenge

- The first decision should always be whether a PeopleSoft upgrade is needed at all
- Cynosure helps organizations decide this through its proven methodology, where all the affected business and IT teams meet to discuss every implementation issue and consideration
- Cynosure can even define the executive level business case for upgrading PeopleSoft – or not
- If the PeopleSoft upgrade is needed, Cynosure can either be minimally involved or provide its entire lifecycle installation expertise

PeopleSoft Upgrade Process

Once the need for the PeopleSoft upgrade is definite, Cynosure provides:

- Quick and flexible PeopleSoft upgrade processes
- Scalable PeopleSoft upgrade service components at low cost
- Risk mitigation using proven and repeatable processes
- PeopleSoft upgrade services that complement your

organization's internal knowledge

- Extensive knowledge transfer on the PeopleSoft upgrade process

Cynosure's staff has almost **70 years of successful PeopleSoft upgrade experience.**

This experience has enabled the development of a "fast track" PeopleSoft upgrade process that adds value, reduces upgrade costs, and reduces your overall effort.

Beyond that, Cynosure assists organizations with a full-range of PeopleSoft upgrade services:

- **For end-to-end PeopleSoft support:** Cynosure provides the technical PeopleSoft upgrade services for full project lifecycle support, which can include project management consulting and PeopleSoft upgrade services, testing, and Cynosure's leading fast track methodology
- **End-to-end PeopleSoft platinum support:** Cynosure supports the most complex PeopleSoft upgrade projects, combining our strategic PeopleSoft upgrade services, technical PeopleSoft upgrade services, and project methodologies with management and strategic consulting, organizational change management, and



Does Your Organization Need a Strategic Organizational Transformation?

There is a strong basis for leveraging PeopleSoft technology to conduct a strategic organizational transformation when one or more of the following is true:

- Your organization is currently using older technology for its PeopleSoft applications
- You have multiple instances of one PeopleSoft solution
- You have multiple types of disparate systems and tack-on PeopleSoft applications
- You are running an older version of PeopleSoft and/or you are not using the current system to its full capability
- You are on an older PeopleSoft system and are looking for a single solution rather than multiple third-party applications that tie into PeopleSoft
- You are experiencing poor return on investment or a lack of ROI measurement with the current PeopleSoft system
- You need consolidated reporting and dashboards, and/or useful metrics
- You have an interest in lower cost, higher value, and more strategically aligned PeopleSoft technology such as: performance management, self-service.

advice on business process realignment

By using these flexible PeopleSoft upgrade services, organizations can benefit from the improvements made to PeopleSoft.

Persuading management of the need to upgrade PeopleSoft software is hard enough.

With Cynosure's help, you can upgrade at a lower cost, with less stress, and on time.

It's worth asking the question: To upgrade PeopleSoft or not too upgrade PeopleSoft?

The Cynosure Approach

- Cynosure tailors its approach to allow customization for each engagement
- Cynosure covers all areas of an engagement from strategy, people, processes, and technology
- Cynosure reduces implementation risk and costs through our in-depth implementation experience
- Cynosure improves engagement service levels through a joint focus and a proven delivery approach

Cynosure Services

Cynosure has deep industry knowledge and proven

PeopleSoft expertise to deliver high performance services that address an organization's most critical challenges.

Whether you want to improve the efficiency of your human resources or finance functions, streamline your supply chain processes and inventory turnover, develop more profitable customer relationships, increase your workforce productivity, reduce your administrative costs or expand your operations, Cynosure can help.

Cynosure Applications

Cynosure's applications are designed for the most complex business requirements.

Cynosure can provide Web services integration with multivendor and homegrown applications and can easily configure and adapt PeopleSoft applications to meet your most unique organizational requirements.

Cynosure supports a broad choice of technology infrastructures, including:

- **Campus solutions:** using software specifically designed for higher education institutions
- **Customer relationship management:** improving your business processes and customer strategies



Different PeopleSoft Evolution Strategies for Different Needs

When you've identified the key value drivers that are priorities for your organization, you can better determine the type of PeopleSoft evolution needed to reach the desired future state.

If your goal is to convert data from your current legacy system, and gain the basic benefits available in PeopleSoft core functionality, a fast track transformation can accomplish the goal in months, and sometimes in weeks.

An enhanced capability transformation strategically improves current functionality and can allow you to retire costly and time consuming modifications and/or tack-on applications that were previously needed to accommodate your business requirements.

To further align PeopleSoft with the business vision, a strategic transformation addresses more highly targeted value-driven improvements with additional modules to both enhance current capabilities and provide new functionality.

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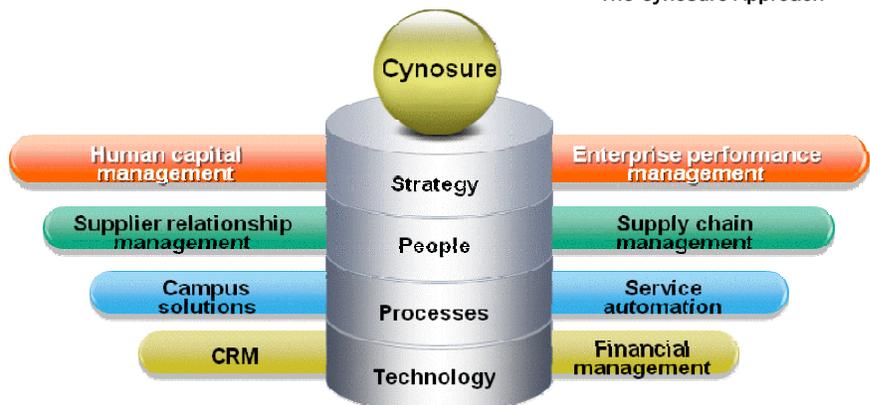
- **Enterprise performance management:** aligning the right information and resources to your strategic objectives
- **Financial management:** automating and standardizing your key business processes
- **Human capital management:** putting the right people in the right jobs, developing top performers, and retaining your key talent
- **Service automation:** leveraging real-time visibility and control over your operating costs
- **Supplier relationship management:** reducing your spend, streamlining your procurement processes, and enforcing your policy compliance
- **Supply chain management:** driving your efficiencies for cost savings

Did You Know?

- Whether you are running a legacy system or not fully utilizing your current PeopleSoft system, the latest PeopleSoft solutions, enabled by internet technology, can be used strategically to enhance your business functions and provide competitive advantage while reducing administrative, support, and development costs
- Cynosure has a unique conversion process and provides various options to help you build a value-based business case and move through the improvement process quickly and easily



The Cynosure Approach



Cynosure supports a broad choice of technology infrastructures