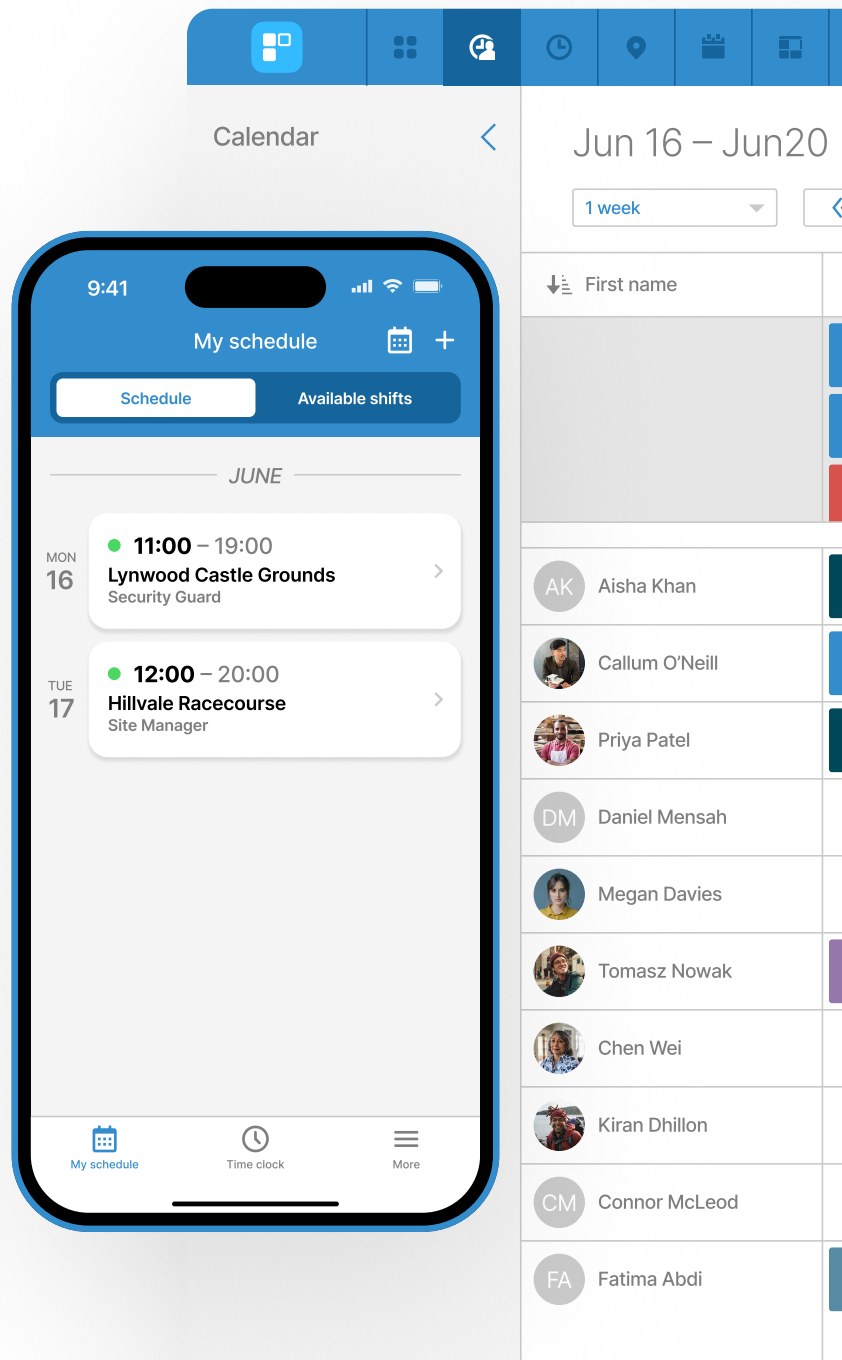


Enterprise Migration Guide

- Choosing a technology partner
- A 10-stage implementation framework
- Lessons from real transformations
- A migration readiness checklist

Modernise without
compromise.



1

Why Enterprise implementations succeed or fail

The success of your implementation is decided long before go-live

Enterprise implementations rarely fail because of the technology itself. More often, they fail because organisations underestimate the importance of planning, stakeholder alignment and change management.

What successful implementations share

- ✓ Clear operational objectives
- ✓ Executive sponsorship
- ✓ Cross-functional stakeholder engagement
- ✓ Well-defined implementation plans
- ✓ A structured approach to training and adoption
- ✓ A long-term technology partner, not just a software vendor

Why implementations struggle

- ! Buying software before understanding the operational problem
- ! Treating implementation as an IT project rather than an operational transformation
- ! Poor stakeholder engagement
- ! Unclear ownership and accountability
- ! Inadequate training and adoption
- ! Focusing on go-live instead of long-term success

Key Takeaway

A successful implementation isn't measured by how quickly a platform goes live; it's measured by the operational improvements it delivers afterwards.

2

Choosing the right technology partner

Five questions every enterprise organisation should ask

The right technology partner should bring more than software. They should bring expertise, structure and confidence throughout the implementation journey.

1

How will you determine whether your platform is the right fit for our organisation?

A technology partner should invest time in understanding your people, processes and operational goals before recommending a solution.

If they can't answer this: they're selling software, not solving your operational challenges.

2

How will you minimise disruption while we continue running our business?

Implementation shouldn't mean slowing down operations. Look for a structured methodology that includes planning, testing, validation and supported go-live.

If they can't answer this: expect greater implementation risk and increased pressure on your internal teams.

3

How will you protect our governance and compliance processes during implementation?

Enterprise organisations rely on approvals, permissions, audit trails and compliance controls. Your technology partner should explain exactly how these will be maintained, or ideally strengthened, as part of the implementation.

If they can't answer this: they're likely focused on deploying software rather than supporting enterprise operations.

4

What happens after go-live?

Go-live isn't the finish line. Ask how they'll support adoption, measure success and continue helping your organisation improve over time.

If they can't answer this: you're buying a product, not building a partnership.

5

How will your platform continue to support us as our organisation evolves?

Technology decisions should support where your organisation is heading, not just where it is today. Ask how they'll help you scale, optimise and adapt as operational requirements change.

If they can't answer this: you may outgrow the platform sooner than you expect.

3

A proven framework for operational excellence

Modernise without compromise

The best implementations don't happen by chance; they follow a proven framework. From discovery through to ongoing Customer Success, every stage of our approach is designed to minimise disruption, maintain operational control and create the foundations for long-term operational excellence.

Every implementation includes

- ✓ Dedicated account manager & implementation consultant
- ✓ Tailored implementation plan
- ✓ Secure data migration and validation
- ✓ Dedicated sandbox environment
- ✓ Role-based training and enablement
- ✓ Governance and compliance best practice
- ✓ Go-live support and ongoing customer success

1

Discovery consultation

Every implementation begins with understanding your business. Working alongside your key stakeholders, we'll explore your operational challenges, compliance requirements and objectives to determine whether Parim is the right fit. This is also an opportunity to understand your existing processes and identify opportunities to improve the way your workforce operates.

OPERATIONAL OBJECTIVES AGREED

STAKEHOLDER REQUIREMENTS CAPTURED

SUCCESS CRITERIA ESTABLISHED

2

Your dedicated team

From day one, you'll be supported by a dedicated Account Manager and Implementation Consultant who'll guide you through every stage of your implementation. Your team will coordinate the project, answer questions and ensure everyone stays aligned throughout the journey.

DEDICATED POINTS OF CONTACT

CLEAR COMMUNICATION THROUGHOUT

EXPERT IMPLEMENTATION GUIDANCE

3

Demos & stakeholder alignment

Every organisation has different priorities. Through tailored demonstrations and collaborative workshops, we'll show each stakeholder group how Parim supports their role and wider organisational objectives. Depending on your organisation, sessions may include Operations, HR, Compliance, Finance and IT teams.

STAKEHOLDER ENGAGEMENT

OPERATIONAL WORKFLOWS REVIEWED

ORGANISATION-WIDE ALIGNMENT

4

Sandbox environment

Before implementation begins, we'll configure a dedicated sandbox environment using your organisational structure and representative data where appropriate. This allows your teams to explore Parim using familiar workflows without affecting your live operations.

SAFE ENVIRONMENT FOR TESTING

FAMILIAR ORGANISATIONAL SETUP

HANDS-ON EXPERIENCE

5

Solution validation

Your teams can validate real-world scenarios, test workflows and provide feedback while working closely with our implementation consultants. Questions, refinements and recommendations are captured throughout the process, ensuring everyone is confident before implementation begins.

WORKFLOWS VALIDATED

FEEDBACK INCORPORATED

CONFIDENCE BEFORE IMPLEMENTATION

6

Implementation planning

Once you're ready to move forward, we'll create a tailored implementation plan covering project milestones, responsibilities, timelines and go-live objectives. Together we'll establish a clear roadmap that keeps everyone aligned throughout the implementation.

IMPLEMENTATION ROADMAP AGREED

ROLES AND RESPONSIBILITIES DEFINED

ACTIVATION TIMETABLE CONFIRMED

7

Configuration & data migration

We'll configure Parim around your organisation's operational requirements, including workflows, permissions, compliance settings and reporting. Our team will securely migrate your workforce data and validate everything before launch, helping ensure a seamless transition.

PLATFORM CONFIGURED

DATA SECURELY MIGRATED

COMPLIANCE SETTINGS ESTABLISHED

8

Training & enablement

We tailor training to each user group, helping administrators, managers and frontline teams feel confident using Parim from day one. Training can be delivered remotely or on-site, with continued access to learning resources through our Help Centre.

TEAMS TRAINED AND PREPARED

ROLE-BASED LEARNING

ONGOING ACCESS TO OUR HELP CENTRE

9

Go Live

Before launch, we'll complete final readiness checks to ensure everything is in place for a successful implementation. Our team remains on hand throughout go-live to answer questions, resolve issues quickly and support your teams through the transition.

SMOOTH TRANSITION

MINIMAL OPERATIONAL DISRUPTION

DEDICATED LAUNCH SUPPORT

10

Customer Success

Implementation is only the beginning of our partnership. Your dedicated Account Manager will continue working with your organisation through regular business reviews, ongoing optimisation and proactive support, helping you maximise the value of Parim as your organisation evolves.

DEDICATED CUSTOMER SUCCESS

QUARTERLY REVIEWS

24-HOUR SUPPORT

CONTINUOUS OPTIMISATION

4

Lessons from Enterprise transformations

Don't migrate inefficiency

Migration is one of the few opportunities organisations have to redesign how they operate. Rather than recreating every existing workflow, identify where manual processes, duplicated effort and unnecessary approvals can be simplified.

Standardise before you automate

Technology accelerates whatever process already exists. If your processes aren't consistent today, automation simply makes inconsistency happen faster.

Solve tomorrow's problems, not today's

Many organisations buy software to fix immediate frustrations. The most successful implementations are designed around where the organisation wants to be in three to five years.

Operational visibility is a leadership capability

The value of a workforce platform isn't simply scheduling people. It's giving leaders confidence to make faster, better operational decisions.

Adoption starts before implementation

The best implementations don't begin at go-live. They begin when stakeholders understand why change is happening.

Optimisation never ends

Enterprise organisations evolve. Your technology partner should evolve with you.

5

Building for what's next

Technology should solve tomorrow's challenges, not just today's

Enterprise organisations don't stand still. New regulations, evolving customer expectations, workforce growth and increasing operational complexity all demand more from your technology over time. The right platform shouldn't just support the way you operate today. It should give you the flexibility, visibility and insight to adapt as your organisation evolves.

FROM

Managing operations

- Reducing manual administration
- Improving workforce scheduling
- Centralising operational data
- Strengthening governance and compliance

TO

Driving operational intelligence

- Real-time visibility across your organisation
- Data-driven operational decisions
- Identifying trends, risks and opportunities
- Continuous optimisation at scale

The organisations that create long-term competitive advantage aren't simply digitising existing processes; they're using operational intelligence to make smarter decisions, improve performance and confidently plan for what's next.

6

Migration readiness checklist

Are you ready to begin? Before starting your implementation, make sure you've considered the following:

Strategy

- ☐ Executive sponsor identified
- ☐ Business objectives agreed
- ☐ Success measures defined

Processes

- ☐ Current workflows documented
- ☐ Compliance requirements understood
- ☐ Reporting requirements agreed

Implementation

- ☐ Timeline agreed
- ☐ Training approach defined
- ☐ Go-live success criteria established

People

- ☐ Internal project owner assigned
- ☐ Key stakeholders identified
- ☐ Communication plan established

Technology

- ☐ Existing data sources identified
- ☐ Integrations reviewed
- ☐ Migration priorities agreed

Ready to talk?

If you can check most of these boxes, you're in a strong position to begin. Where gaps remain, a good technology partner will help you close them.