



BoardRoom
Smart Business Solutions

Payroll Case Studies

September 2021

Diageo



Introduction

Challenges

Solution

Introduction

Overview of Diageo



Diageo is a multinational company that owns some of the world's most iconic alcoholic beverages including Johnnie Walker, Crown Royal and Guinness. Today, their beverages are enjoyed in more than 180 countries globally, cementing their status as the global leader in consumer alcohol.

Their Asia-Pacific branches make up almost one-fifth of Diageo's operations, of which BoardRoom is currently the payroll outsourcing provider for 10 countries – Singapore, Australia, Japan, Korea, China, Taiwan, Thailand, Vietnam, Indonesia and Myanmar. Altogether, we are responsible for 1,600 employees working for Diageo.

Challenges

Diageo Pre-BoardRoom

Just like most multinational companies, operating in the multi-cultural, diverse environment of Asia-pacific can be incredibly challenging with over 2000 languages spoken in the region.

Coupled with vast cultural differences, communication is one of the biggest challenges for international companies building a presence in Asia Pacific.

Another key challenge is having the understanding on the subtle nuances between labour governance frameworks across the different Asian countries.



Challenges – cont'd

Diageo Pre-BoardRoom

This has led to some issues for Diageo when it came to payroll:

- Inaccuracy in pay runs led to time wasted checking, correcting mistakes as well as causing reputational risk together with employee dissatisfaction
- Lack of localised expertise – the vast differences within APAC can be tricky to manage without the right team of people which can take years to gather



Solution

How BoardRoom Helped

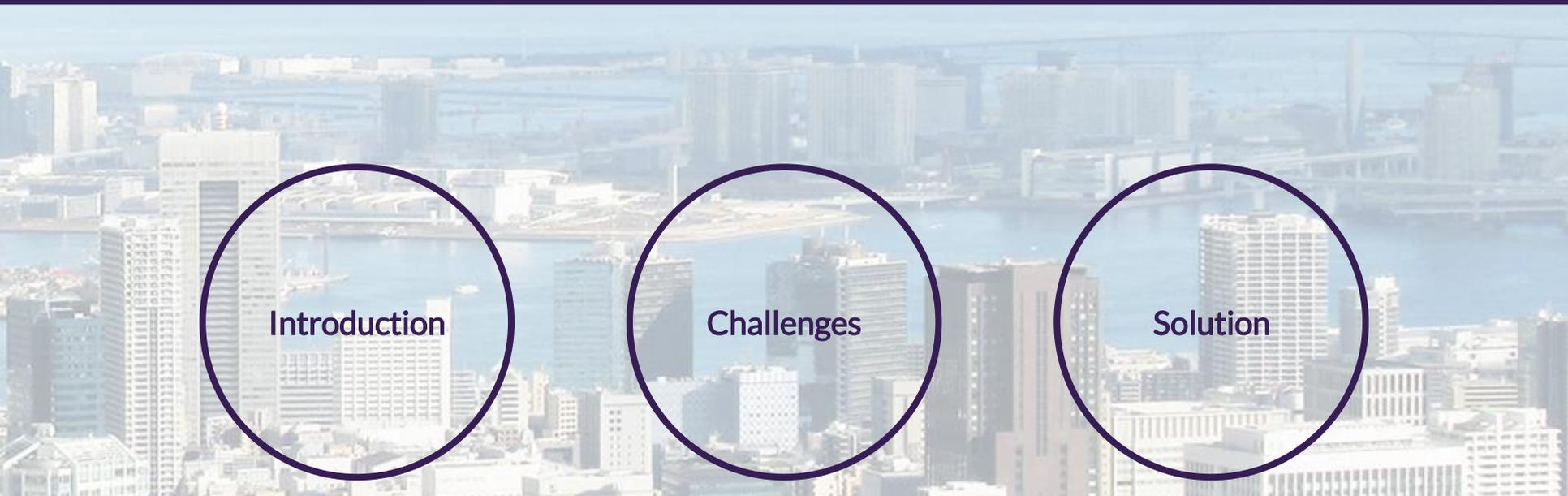
Diageo needed a solution, yesterday.

BoardRoom sought to understand the problems that Diageo had through an in-depth analysis which led to a solution customised just for them:

- Drawing up of standardised processes for the different jurisdictions that Diageo operates in to ensure a level of consistency while also catering for cultural & regulatory differences through the careful planning of our regional payroll experts
- Single point of contact ensured minimal time spent on liaising with different parties for payroll processing, they know who to ask to get all their answers from



NEC



Introduction

Challenges

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Introduction

Overview of NEC



NEC is a multinational company based in Japan, who is one of the leaders in Japan's Information Technology and Electronics industry. Their drive for innovation has seen them become one of the world's biggest manufacturer of PCs at one point.

Challenges

NEC Pre-BoardRoom

For NEC, they came to BoardRoom with the goal in mind to automate their payroll processes. They had grown comfortable with their paper-driven payroll processing but were aware that increasingly, significant issues such as productivity drain and increasing administrative burden had taken a toll on their HR team.

BoardRoom's commitment to technological innovation and suite of services to assist companies in their digitalisation journeys was what led to NEC coming onboard.



Solution

How BoardRoom Helped

Through assessing how NEC worked, our payroll experts were able to devise an efficient yet painless implementation process to get NEC onboard with cloud-based payroll processing.

This then meant NEC could focus on core business goals such as optimising their workforce. Ignite, our payroll processing platform, has also empowered their HR team with the means to generate reports promptly for key management to drive organisational growth in real time.



Thank You

DRIVING SERVICE THROUGH INNOVATION AND TECHNOLOGY