



Cloud HR Transformation Service

Alight

Report Abstract

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By Elizabeth Rennie

Principal Analyst

NelsonHall

14-pages

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Who is This Vendor Assessment For?

NelsonHall's Cloud HR Transformation Services profile on Alight is a comprehensive assessment of Alight offerings and capabilities, designed for:

- Sourcing managers monitoring the capabilities of existing suppliers of Cloud HR Transformation Services and identifying vendor suitability for security services RFPs
- Vendor marketing, sales, and business managers looking to benchmark themselves against their peers
- Financial analysts and investors specializing in the Cloud HR Transformation Services sector.

Key Findings & Highlights

This NelsonHall vendor assessment analyzes Alight's offerings and capabilities in Cloud HR Transformation Services.

Alight Solutions (Alight) is headquartered in Lincolnshire, Illinois and is a technology-enabled provider of health, wealth, payroll, HR and financial cloud solutions. It is private equity owned by Blackstone. The organization in its current state formed in November 2019 when Alight Solutions ("Alight") acquired NGA HR. The company is currently maintaining both names and has integrated its reporting structures and announced its new leadership team. A rebrand is expected in H1 2021.

The Alight organization was branded Alight Solutions following the 2017 separation from Aon Hewitt in 2017. Alight's payroll services experience dates back to 2004 when it entered the HR outsourcing space through its acquisition of Exult. Since then, Alight developed deep expertise in delivering payroll administration services to large, complex organizations specifically for the US and UK markets and primarily where Workday is the chosen technology. Alight's acquisition of Wipro's Workday and CSOD practices and Carlson Management (an Adaptive Insights consulting partner) in 2019 demonstrates its continued strategic focus in Workday. Although HR services represents the majority of its business, it has a growing Workday Financial deployment business. Its Financial solutions business represents less than 10% of its Workday business, but is an important strategic growth opportunity.

NGA HR was a U.K. headquartered provider of HR and payroll services. It offers payroll services in 188 countries and provides HRO and managed payroll services to ~200 clients, and ~3m employees and has deep expertise in delivering SuccessFactors and SAP-based solutions to multinational companies.

The two companies, Alight and NGA HR, had complementary capabilities across footprints as well as services. The combined organization cements its capability as one of the largest global HR services companies, with wide country breadth as well as significant capability in the largest HR services geography, the U.S.

Scope of the Report

The report provides a comprehensive and objective analysis of Alight’s Cloud HR Transformation Services offerings and capabilities, and market and financial strengths, including:

- Identification of the company’s strategy, emphasis, and new developments
- Analysis of the company’s strengths, weaknesses, and outlook
- Revenue estimates
- Analysis of the profile of the company’s customer base including the company’s targeting strategy and examples of current contracts
- Analysis of the company’s offerings and key service components
- Analysis of the company’s delivery organization including the location of delivery locations.

Cloud HR Transformation Service Assessments

also Available for:

ADP

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Ramco Systems

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About The Author

Liz Rennie is a Principal Research Analyst with global responsibility for key HR research projects including Cloud-Based HR Transformation, Cloud-Based Benefits Services, and The Future of HR, as part of NelsonHall's wider HR Technology & Services practice.

In this key role, Liz assists both buy-side and vendor organizations in evaluating opportunities and capability to support HR and benefits transformation through deploying cloud-based services and redesigning HR service delivery to leverage the latest technologies offered by mobile, AI, blockchain and robotics.

Liz can be contacted at:

- Email: elizabeth.rennie@nelson-hall.com
- Twitter: [@erennie_](https://twitter.com/erennie_)



About NelsonHall

NelsonHall is the leading global analyst firm dedicated to helping organizations understand the 'art of the possible' in digital operations transformation. With analysts in the U.S., U.K., and Continental Europe, NelsonHall provides buy-side organizations with detailed, critical information on markets and vendors (including NEAT assessments) that helps them make fast and highly informed sourcing decisions. And for vendors, NelsonHall provides deep knowledge of market dynamics and user requirements to help them hone their go-to-market strategies. NelsonHall's research is based on rigorous, primary research, and is widely respected for the quality, depth and insight of its analysis.

We would be pleased to discuss how we can bring benefit to your organization. You can contact us via the following relationship manager: Guy Saunders at guy.saunders@nelson-hall.com

Boston

Riverside Center, 275 Grove Street,
Suite 2-400, Newton
Massachusetts 02466
Phone: +1 857 207 3887

London

Unit 6, Millars Brook,
Molly Millars Lane,
Wokingham, RG41 2AD
Phone: + 44(0) 203 514 7522

Paris

4 place Louis Armand,
Tour de l'Horloge,
75012 Paris
Phone: + 33 1 86266

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