

**Success Story**  
Financial & HR Suites

# Stelliant Group

How to support the Group's rapid growth?



# About Stelliant

Created in 1987, The Stelliant Group is the leader in Insurance Services in France. The Stelliant Group brings together all areas of insurance services, with global support in risk management for individuals and professionals.

Stelliant offers Consulting and Prevention, Expertise, Delegated Management, and After-Claims Solutions services.

## Key Figures

- 2500 employees
- 140 locations
- 80 countries
- 9 subsidiaries
- Strong growth from 100M€ to 250M€ in 5 years
- 2500 payslips per month
- 450 new hires per year



# Context

## Strategic Issues & Transformation

In the past 10 years, The Stelliant Group has changed considerably. They have grown their business lines from 2 to 5. Increased their revenue from 100M€ to 250M€ and in 2018 hired a new Group HR Director.

Faced with the many challenges that come with this rapid growth, **François Xavier Lemaire, Stelliant Group Deputy Managing Director**, describes what are the **3 main targets of the new HR Director**.

**1 Insuring easily and efficiently the day-to-day administration:** managing payroll for 2,500 employees each month with ease and streamline the recruitment process for 450 yearly new hires. Becoming a service provider and thinking about what has to be managed internally, what can be outsourced and digitalized.

**2 Going beyond people administration:** Working on employees upskilling and retention programs, being a change leader and contributing to the Group's strategy by developing suited HR policies and organization.

**3 Building a Group HR dimension** with a shared HR policy. The goal being to help employees development

## Key objectives of the project

### On HR:

- Ensuring 2,500 payrolls per month simply and efficiently;
- Securing 450 recruitments per year;
- Maximizing the commitment and skills of employees ;
- Accompanying group's transformation on HR processes and policy;
- Building a Group HR dimension.

### On finance:

- Ensuring an accurate financial management;
- Ensuring consolidation and closing;
- To have a precise budgeting aligned with business lines.

and career plans, to manage recruitment and remuneration, and to standardize and optimize HR processes for the Group. All of this by taking into account geographical and business specificities of each subsidiary.

**Regarding Finance**, François Xavier Lemaire expects from Finance Department to be able to **ensure group's financial health by a precise and faultless monitoring**. A real-time reporting, giving a consolidated as well as detailed view by subsidiary, a precise and accurate budget aligned with business lines as well as solid forecasts are today mandatory for the Group.

In other words, François Xavier Lemaire expects from the finance department to **make information more reliable, to increase teams productivity and to improve decision-making processes** for a better company's performance management.

Finally, François Xavier Lemaire points out that the IT department plays an essential role in this constantly changing context with three main prerogatives:

1. **Making IT work** : Ensuring service availability and protect against cyberattacks, while thinking out of the box. With new ways to consume IT, pay-per-use, the Cloud, and new employee expectations IT has to reinvent.
1. **Spreading the agile culture** to the rest of the company, thinking as a day to day learning company and putting employees in a dynamic of rapid change adaptation.
2. **Disrupting** and spearheading **Innovation**.

# Solutions<sup>■</sup>

## What solutions have been deployed to achieve the Stelliant Group's objectives?

To achieve these ambitious growth objectives, the Stelliant Group decided to use HR and Finance solutions from talentia.



### Payroll as a service

To deliver every month payroll to the group's 2,500 employees in a timely and trouble-free manner.



### HCM

To speed up time to manage applications and automate recruitment-related tasks, to deliver an employees portal and set up surveys to measure employees engagement.



### CPM

To consolidate and close the group's figures, manage financial statements instantly, control budgeting, publish the brochure and annual reports, control regulatory compliance, plan and manage budgets and financial performance of the Group in real time.

## What other elements have been put in place to support the Stelliant Group's transformation?

### Communicate and motivate

Sharing with everyone the goal and strategy, framing and explaining the choices and priorities of the Group.

A major investment is made on training for employees and managers.

### Finding the right balance between Build and Run with employees

500,000 projects per year, 2,000 projects per day, 300 projects per hour, the priority is the customer. Involving employees during the transformation journey is the driving force.

This means choosing which priorities to focus on and involving employees in the

choices. For example: should payroll be made more reliable before implementing digitization, should the data lake be set up before working on AI.

### Working in Agile methodology

Working in experimental mode by involving employees, developing models, favoring small teams and collaboration.

For all transformation projects of the Group, working together with teams regular feedback and alignment meetings allow to obtain tangible and quickly visible results.



# Testimonials ■

*Stelliant it's a recent and very rich history. Ten years ago, the Group operated around 2 business lines, today we have 5. Five years ago, we had a turnover of 100 million euros, today we have 250 million euros. Two years ago, clearly the Group did not exist and there was no Group HR Director.*

*When we started working with Talentia, I had three expectations.*

*First of all, the HR department had to ensure its day-to-day operations efficiently: i.e. 2,500 paychecks every month and 450 recruitments per year with an accelerating flow and strong and diverse employee expectations.*

*But the work doesn't stop there. My second expectation was that the Group HR should go beyond simple «personnel administration» in three other areas: employee commitment and training, be an agent of change and contribute to strategy by proposing HR policies and organisations that are more in line with the Group.*

*Finally regarding IT, the main goal is to guarantee IT works and protect the company against cyber attacks. It was also a question of thinking differently. With the era of the cloud, of pay-per-use, and with the new employees' expectations, IT has to reinvent. Finally, it's all about becoming agile and at the forefront of innovation.*



**François Xavier Lemaire**  
Deputy Managing Director  
Stelliant Group



# About Talentia's solutions

## Talentia CPM

Talentia Corporate Performance Management is a unique platform for real time reporting, strategic analysis, budgeting, forecasting, consolidation and close. Designed for organizations of all sizes, it integrates with any financial management software. The solution provides process transparency and a dynamic, collaborative framework to reduce time and improve the performance of your finance department.

Certified and secure, Talentia CPM meets local and international consolidation standards. Controls ensure data validity, consistency and quality.

Users have secure access, according to their rights, to all the information they need.

Talentia CPM is part of the Talentia Financial Suite, which enables financial management operations and steering on a single platform.

## Talentia HR Suite

The Talentia HR Suite is a complete and integrated platform including Payroll, Time and Attendance as well as HCM solutions. HR Suite is a best-in-class solution that helps simplify HR complexities and allows companies to better develop, manage, reward and retain their most important asset-their people. **Talentia HR suite**, includes HR Administration, Recruitment, Talent, Learning & Development, Compensation and **Payroll**, a service to support payroll management and personnel administration, with options to support Time & Attendance and digital employee dossiers.





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