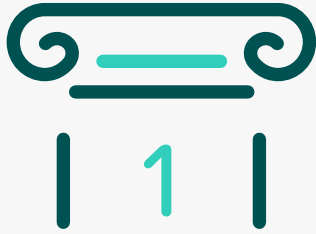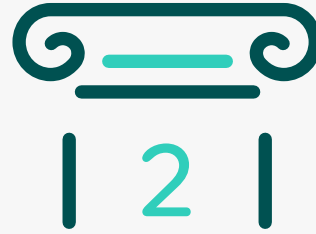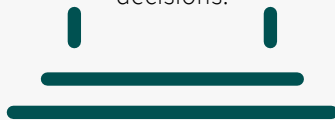# The Four Pillars of Successful Implementation

UKG offers the below four pillars as foundational for a successful implementation of a new HCM solution:

Strong and responsive executive sponsorship.
This doesn't have to be a huge time commitment, but your leaders must have a stake and make themselves available to make command decisions.

A dedicated project team.
You need to have people where 80-90% of their job is dedicated to digital transformation. For smaller companies this might be a single person, but you must have someone.
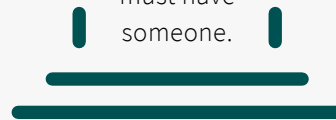
Keep it simple. Think of the one to five functions you truly need, make them work first and focus on everything else once they are right. You can add complexity and further functionality later, after you've got a solid foundation. Think about the "why" and "how" from the very beginning.

Manage the change, **tell the story.** Your dedicated project team should not only be consulting a wide range of stakeholders at the beginning, they should be selling people on the change every step of the way. Let them know how it's going to make their life easier. A coordinated change management strategy will simplify user adoption when the system is live.