

## Summary

### Industry

Healthcare

### Animato Solution

SOA Readiness Assessment  
Project Execution

### Functional Application

SOA  
Fusion Middleware  
Oracle/PeopleSoft HCM

*“As an early adopter of SOA and Fusion, we have truly extended the usability and benefits of our HCM systems. Animato provided the thought leadership, structure and tools needed to make SOA a reality.”*

Ken Nelson  
Director, HR Data Management  
and Measurement

## A Large Healthcare System: Uses SOA to Successfully Manage Business Growth

The healthcare system is one of the largest faith-based, nonprofit healthcare delivery systems in the United States; serving over 6.3 million people living in 16 counties in North Texas. It has 13 hospitals, employs over 18,000 people, with an IT staff of over 400 members. The organization’s human resources IT backbone is provided by Oracle/PeopleSoft’s HCM application.

The healthcare system continues to expand rapidly with a combination of organic growth and acquisition of hospitals to further consolidate its position as a leading healthcare provider in North Texas.

### The Challenge.

As the client acquired and brought new hospitals under its umbrella, the challenges of assimilating these entities became bigger and more difficult. Specifically, there was an urgent need to integrate disparate HR organizations, ERP systems and business processes. It was paramount to quickly address and resolve the following issues:

- Eliminate duplication of payroll, data, applications, processes and special organization support
- Standardize governance around workflow, budget, accountability and ownership issues
- Minimize cultural differences and organizational challenges brought about by acquisitions

### The Solution.

As SOA technology evolved, Animato realized that SOA could provide a much-needed answer for its integration challenges. As a strategic and operational ERP partner for the past nine years, Animato was in an ideal position to assess, recommend and implement a SOA solution.

After evaluating two pure play SOA solutions, it was determined that Oracle Fusion Middleware was the optimal solution, as it allowed them to use existing software assets and resources, provided seamless connectivity, continued Oracle support, and met its total cost of ownership (TCO) metrics.

Animato’s SOA solution framework included:

- Assessment for SOA readiness, creation of a roadmap with key recommendations, and steps to SOA architecture adoption
- Update of Oracle/PeopleSoft toolset to take advantage of SOA enablers
- Outline of new opportunities to re-create reports and interfaces
- Establish protocols to implement Web services and enhance business process visibility

### The Results.

Though the client’s SOA initiative is ongoing, the organization is already seeing the benefits of the implementation. Some of these benefits are:

- Drop in maintenance costs from 80% to 73% of the total IT budget due to increased operational efficiency

- Reduced business reporting lead time for consolidated reports from 5 to 2 days
- Lower integration costs from redesign, assessments and revamp of systems by as much as 40 - 50% allows redeployment of IT resources in other areas
- A highly flexible environment for future mergers with new options to tie directly into existing legacy systems or converge into a unified structure
- Updated, automated reporting capabilities with better integration with other enterprise systems for more meaningful data
- Better control of system conversion calendar and resources required for new acquisitions