





same employer while pursuing career opportunities across the border; an emphasis on internal mobility is on most CHRO agendas. Also, entities can lower the total cost of ownership of their enterprise systems and databases because one database and one system is always more economical than two for achieving the same business purpose.

Using one common database as the authoritative store for the ever-increasing amount of useful employee information – social media data, competency information, behavioral profile data from personality assessment tools, sensor-captured data and career management data – also makes it much easier to apply best practices and tools consistently across borders. This also means that HR teams in both countries working on new programs as well as IT teams working to integrate complementary applications and tools can work collaboratively rather than in the siloes still prevalent today. And it sends a broader message of cross-border collaboration and a “one company” mentality. From a payroll operations perspective, one database for the two countries means an organization only has to run one payroll process, considerably lowering costs.

Technology and data management advances are such that the time is right for organizations to consider the compelling benefits of operating with one database for both U.S. and Canadian workers. It’s a path that also will lead to improved organizational agility, enabling proactive management of workforce-related business opportunities and business risks.



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Steve Goldberg is responsible for the human capital management (HCM) research at Ventana Research. Steve guides HR and business leaders to manage their workforce to gain competitive advantage and value from their investments. He covers the major areas including candidate engagement, employee experience, HRMS, learning management, payroll optimization, talent management, total rewards management and workforce management.