



Hudson Advisors, a key player in real estate and finance with a global presence across 17 countries, managing a diverse portfolio and exceeding \$1 billion in revenue, recognized the need for a dynamic HR system. However, limitations in their current solution, Workday, such as non-transparent costs and restricted functionalities, impeded their full potential.

Consequently, with FourthSquare's support a migration to Oracle Fusion HCM Cloud became imperative for cost-effectiveness and streamlining HR operations worldwide.

### At a glance

**Location:** Dallas, Texas, USA

**Industry:** Real Estate & Finance

**Website:** <https://hudson-advisors.com/>

### Challenge

Hudson Advisors faced critical challenges with their use of Workday, necessitating immediate transformative solutions:

- **Unpredictable Costs:** Workday's cost structure lacked transparency, causing financial uncertainty and hindering efficient resource allocation.
- **Limited Functional Coverage:** The system lacked advanced functionalities essential for effective HR management across diverse geographies and currencies, resulting in operational complexities.
- **Lacked Standardization:** A seamless and standardized integration was imperative to ensure efficient operations across various verticals.
- **Unscalable:** The existing system's limitations in scalability impeded its ability to evolve and expand to an advanced level, thereby restricting further growth opportunities.

In a strategic alliance, **Hudson Advisors** partnered with **FourthSquare** to leverage **Oracle Fusion HCM Cloud**, achieving cost efficiency, enhanced scalability, and standardized operations for improved efficiency.

### Solution & Benefit

In pursuit of a transformative solution, Hudson Advisors embraced **Oracle Fusion HCM Cloud**, a cloud-based platform offering a strategic combination of key advantages:

- **Cost-Effectiveness:** Providing a lower total cost of ownership (TCO) with predictable costs compared to Workday, ensuring financial stability and optimal resource management.
- **Global Reach:** Offering seamless support for multiple geographies and currencies, facilitating streamlined HR operations worldwide and enabling efficient employee management across diverse regions.
- **Advanced HCM Functionalities:** Equipping Hudson with robust features for payroll, talent management, and reporting, empowering informed decision-making and strategic planning for the workforce.
- **Standardized Operations:** Introducing simplified point-to-point integrations and consolidated reporting across the organization, fostering operational efficiency and delivering valuable data-driven insights.
- **Scalability:** Ensuring adaptability to future growth by accommodating an expanding workforce and geographical reach, guaranteeing that Hudson's HR systems remain agile and future-proof.



## Customer

Hudson Advisors is a globally integrated provider of advisory services, specializing in real estate, corporate equity, credit, and financial assets. As an investment adviser registered with the U.S. Securities and Exchange Commission and a commodity trading advisor, Hudson offers a comprehensive range of services, including underwriting, asset management, and administrative support to Lone Star and the Lone Star Funds. Headquartered in Dallas, Texas, with a global presence across 10 countries and 11 cities, Hudson boasts 966 employees. With extensive experience in loan servicing, asset management, and various financial services, Hudson has been a key player since its inception in 1995, servicing approximately 1.27 million assets valued at around \$257 billion for the Lone Star Funds.

## Holistic Enhancement With Oracle

FourthSquare meticulously orchestrated the migration process for Hudson Advisors, ensuring a seamless transition to **Oracle Fusion HCM Cloud**:

- **Multi-Currency Payroll:** Leveraging Oracle Enterprise Financial Services, Hudson now efficiently manages payroll across diverse countries and currencies, simplifying compliance and optimizing processes.
- **Seamless ADP Integration:** The integration with ADP payroll seamlessly continues with updated functionality within Oracle HCM Cloud, preserving existing investments while benefiting from enhanced features.
- **Comprehensive Data Migration:** A secure and thorough migration of historical and active employee data from Workday guarantees a smooth transition and ensures continued data accessibility.
- **Global Compliance:** Commitment to legal and regulatory requirements across all operating regions provide peace of mind and mitigate compliance concerns.

## Business Impact

Fourth Square helped a smooth transition from Workday to Oracle Fusion HCM Cloud, leading to Hudson Advisors achieve a spectrum of benefits:

- **Cost Optimization:** Achieve a lower total cost of ownership (TCO) and predictable expenses, enhancing financial control and optimizing resource allocation.
- **Global Payroll Efficiency:** Effectively manage payroll across diverse currencies and countries, leveraging pre-built legal and regulatory compliance features for streamlined global payroll operations.
- **Operational Streamlining:** Unified operations and automation potential on a single platform elevate workforce management, leading to improved employee experiences.
- **Data-Driven Decision-Making:** Leverage consolidated reporting and data-driven insights for informed and strategic HR decisions.
- **Simplified Compliance:** Ensure global compliance peace of mind by adhering to relevant regulations across diverse countries and regions.
- **Scalability and Agility:** Seamlessly adapt to accommodate future growth in employees and geographical expansion, ensuring readiness for evolving business needs.

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