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Project Coordinator

Sligro Food Group

Aligning for Success: One Vision, Two Countries

A project leveraging lessons learned from previous initiatives to streamline processes, improve efficiency, and ensure that local business requirements in Belgium are fully supported.



Agenda



1. Sligro Food Group
2. Why this project?
3. Our approach
4. @the moment
5. Lessons learned
6. What's next?



Jan Opfergelt

HR Business consultant



Sligro Food Group BE & Sligro M



- Sligro BE: JAVA Foodservice & ISPC
- Located: Antwerpen Noord / Gent / Luik



- Sligro M: take over 9 Metro wholesales
- Located: Hasselt / Brussel / Namen / Wevelgem



- 900 employees
- Different CLA

Why this project

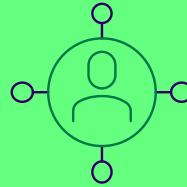
Project focus

Goal 1



Headcount in both countries

Goal 2



1 environment for HR base administration for all employees in Belgium and Netherlands

Goal 3



Also HR Belgium works with SF Employee Central

Our approach

- Selected STRADA as vendor
- International project team
 - 1 PM
 - 5 SF specialists (BE / NL)
 - 12 Testers
 - Some externals
- International Organisation structure
- Complexity: Belgium payroll and legislation.



@ the moment

- Global Template for both countries
- Cut over plan
- Data model / Authorization / Configuration of the system
- Training / Communication
- Working on GoLive on 1 Sept 2026



Lessons learned

TOP 5

- Complexity of IT landscape
- Data migration and data cleaning
- Availability of Resources and organisation of resources
- Not Copy Paste from Netherlands
- **IMPACT** for all Belgian employees



What's next



1 Way of Working – Standardisation – All HR processes aligned



ESS & MSS



Other modules in SF (Performance Goals / Compensation / ...)



HuRis Document Manager



Thank you

