



**Houlihan
Lokey**

Customer Story

Streamlining Global Payroll:
How Payslip Transformed Efficiency
and Reporting at Houlihan Lokey

Streamlining Global Payroll: How Payslip Transformed Efficiency and Reporting at Houlihan Lokey



Michael Brookes, Global Payroll
Project Director at Houlihan Lokey

Michael Brookes is the Global Payroll Project Director at Houlihan Lokey, an investment bank with over 2500 employees globally. With 25+ years of experience in payroll, Michael Brookes has seen first-hand the impact of technology on his profession. He spoke to Payslip about the changes he's witnessed and how a Global Payroll Control Platform has transformed operations.



Q: Mike, can you tell us a little bit about how technology has changed the job and the day-to-day work of a payroll professional over the last 10, 15, or even 20 years?

Michael Brookes: It's changed quite dramatically. Years ago, payroll involved a lot of paper-based work; navigating through multiple systems and performing numerous reconciliations. Excel has always been, and still is, a significant tool for payroll professionals.

But with the development of new platforms, technology has enabled much more automation. While checks still need to be done, the speed and efficiency of those processes have improved drastically. This allows payroll professionals to spend more time on technical tasks; working behind the scenes with HR or finance teams. It's also allowed us to streamline overall business processes by feeding information into systems with far less manual handling.

Q: Would you say technology has given payroll a louder or more impactful voice within companies? Has it empowered payroll teams to provide data that benefits the wider organization?

Michael Brookes: That probably depends on the company; but as an industry, payroll has grown massively. It's no longer the "baby brother" of the accounting team, it has evolved into a significant function in its own right.

Technology has been a key accelerator of this shift. For example, government authorities now require real-time data submissions, often electronically.

Technology enables us to meet those requirements and provides reporting tools and faster access to data. This allows payroll teams to share insights, like key stats with business leaders, helping them make better, more informed decisions.

Q: How has Payslip enhanced the efficiency and accuracy of your payroll operations?

Michael Brookes: From my perspective, Payslip has been a game-changer. The concept of having one global payroll provider that delivers consistent service everywhere doesn't really exist in practice. Even with a global provider, the quality of service can vary from one region to another.

Payslip enables us to cherry-pick in-country providers; whether we group them across jurisdictions or manage them individually. The challenge with this approach is standardization, or the lack of it. Different jurisdictions produce varying gross-to-net reports; payroll outputs; and payslip formats. Even the term "gross-to-net" can mean something different in different countries!

Payslip addresses this by standardizing all those reports, no matter what format or file type the in-country provider's software generates; whether it's Excel, PDF, or CSV. This standardization has been invaluable in ensuring consistent and streamlined processes.

Q: Finally, what value do you place on centralized reporting and streamlined data in your day-to-day work?

Michael Brookes: For me, it's critical. It all comes back to being able to respond quickly to finance directors or business leaders who need information immediately to make big decisions.

Centralized reporting has been the big driver for us; it allows us to look more professional and polished in the eyes of the business. Now we can say, "Sure, give us an hour, and we'll get that information to you," rather than saying, "We need to pull this data from three or four different Excel files, so it'll take us a day."

Having standardized, polished reports means we can deliver accurate information quickly; making a huge difference in how we're perceived and in our ability to support the business.



Payslip

Get in touch



TRUSTED BY



Booking.com

CLOUDERA



GET
YOUR
GUIDE



Houlihan Lokey



LastPass...|

OLYMPUS



Phorest

SUITSUPPLY



sumup®

teamwork.



wave



www.payslip.com