

Small Steps. Measurable Wins. Scalable Transformation.

GreenTrack is the advisory partner for C-Levels who want HR, payroll and AI programmes to deliver real ROI — without three-year bets.

Why Transformations Fail

70%

Fail on adoption

Not technology

6-12

Week pilots

Each with a C-suite-ready ROI gate

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Accountable partner

From boardroom to frontline

We Are a Boutique Advisory

Founded by practitioners who spent two decades inside global programmes — running them, rescuing them, and learning which bets actually pay back.

Practitioner-led

Every advisor has run global HR or payroll programmes

Vendor-independent

No reseller margins, no kickbacks

Outcome-accountable

We co-sign the ROI model and stay until value lands in the P&L

Globally scaled

EMEA, Americas & APAC — with local payroll nuance



Who We Serve

One programme. Every conversation — in the language each audience needs.



CEO / CFO

"Where is the actual return on our HR & AI spend?"

- Initiative-level ROI, not vanity dashboards
- Quarterly value reviews tied to P&L



CHRO

"How do I modernize without disrupting the people agenda?"

- AI framed around workforce impact, not hype
- Adoption strategy designed for managers first



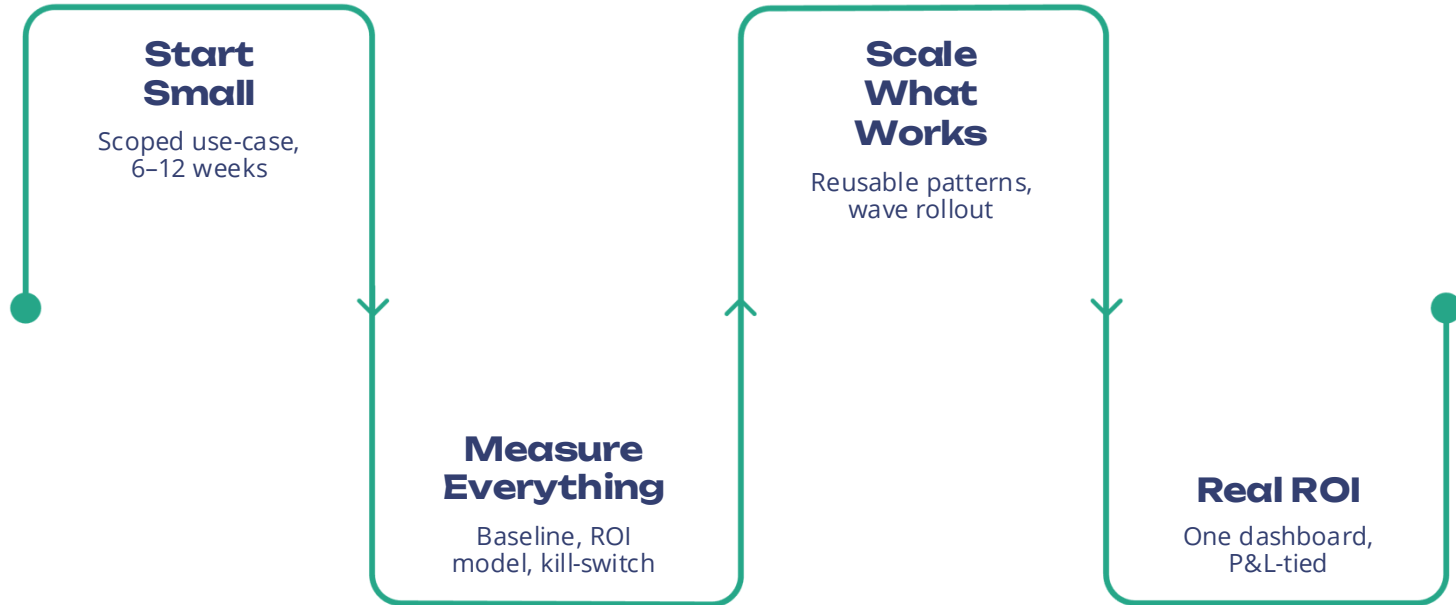
CIO / COO

"How do I deliver across markets without a 3-year bet?"

- Wave-based delivery instead of big-bang
- Vendor orchestration across HRIS & payroll

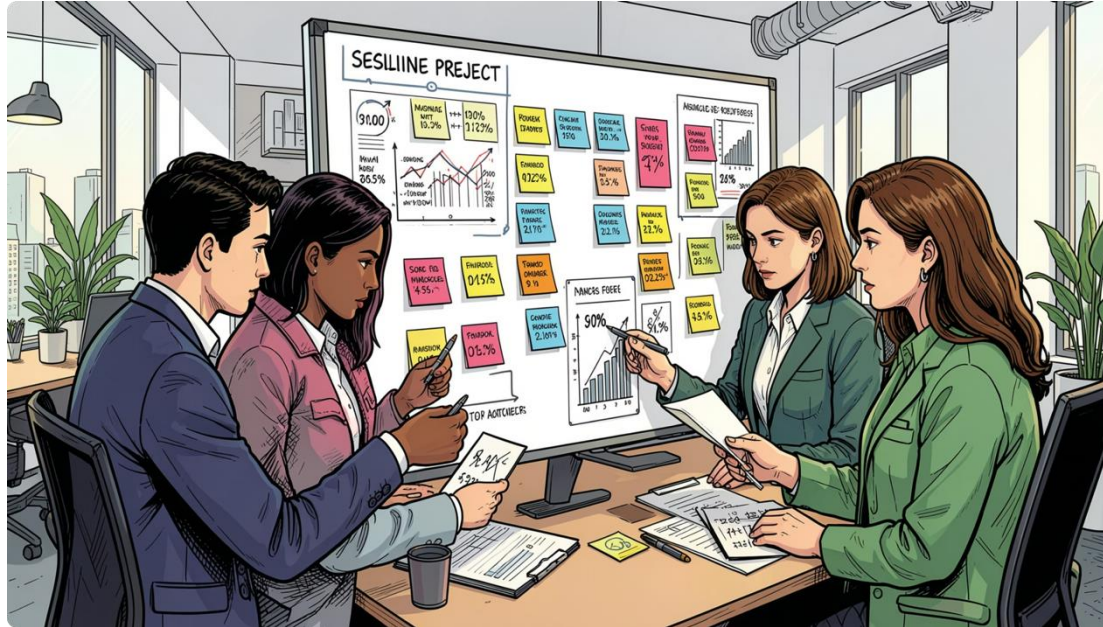
Big Transformations Fail. Small Ones Compound.

We replace multi-year mega-programmes with a portfolio of focused projects — small enough to ship, measurable enough to defend, designed to scale.



Each phase builds on the last — compounding value across markets instead of restarting from zero.

Our Approach in Detail



Start Small

Single use-case, single team, single market — clear success criteria agreed upfront

Measure Everything

Baseline agreed with finance, falsifiable value hypothesis, kill-switch defined upfront

Scale What Works

Reusable delivery patterns, wave-based rollout with readiness gates

Five Disciplines, One Integrated Partner



AI Adoption for HR



Global Payroll



HR Transformation



Change Management



Programme & PMO

AI Adoption for HR



Deploying AI inside HR is a **workforce transformation**, not a technology project. 6–12 week experiments with a hard value gate before scale.

→ **AI-readiness assessment**

Data, process and people

→ **Pilot with measurable KPIs**

Productivity & quality

→ **Prioritized use-case backlog**

C-suite-ready business case

→ **Scale playbook**

Governance, ethics and workforce impact

Global Payroll · HR Transformation · Change · PMO



Global Payroll

Vendor orchestration, country compliance, wave-based go-live with readiness gates



HR Transformation

Operating model redesign, HRIS delivery oversight, process simplification



Change Management

Woven in from day one — stakeholder mapping, readiness gates, sustainment



Programme & PMO

Lean governance, multi-market delivery, risk visibility tied to value gates

Ready to Find the First Measurable Win?

Tell us where the friction is. We'll come back with **one focused use-case**, a **90-day plan** and an **ROI model** your C-suite will recognize.

Book a 30-min diagnostic

[Start the conversation](#)

