# Andersen Construction Case Study

Andersen Construction wanted a comprehensive HRIS management solution that integrated seamlessly with their CMIC project management and payroll platform.

ABOUT COMPANY

Andersen Construction Company was founded in Portland in 1950. Since then, Andersen has grown to be the largest family-owned construction manager-general contractor in the Pacific Northwest. As a "Builder of Choice" for clients, Andersen delivers public and private projects for varying industries like retail, hi-tech, education, health care, office, housing, hotel, and structured parking. Andersen is also a national leader in mass and cross-laminated timber construction.
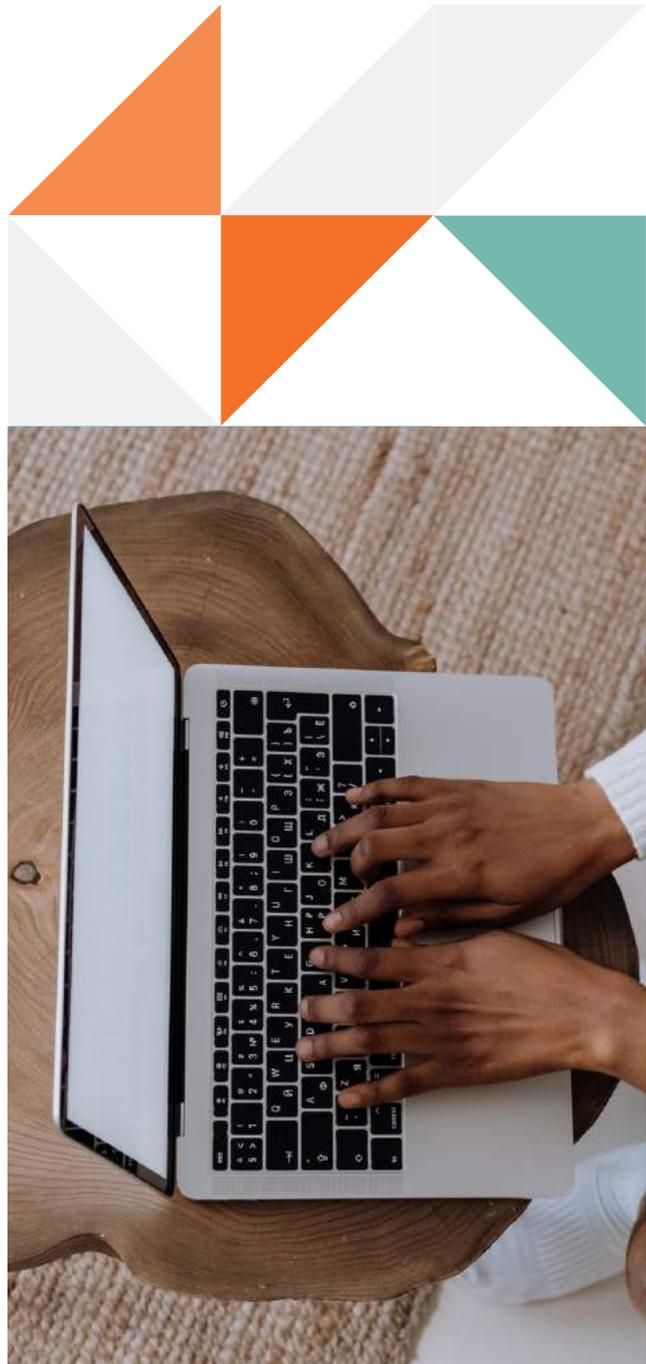
SOLUTIONS

The most critical requirement for Andersen's new HRIS online platform was to provide a robust Learning Management System (LMS) for engaging employees to support skill and career development, along with maintaining state and federal compliance certifications for the construction industry.

Other desired features included interactive employee Performance management, including annual performance reviews, ongoing check-ins, 360 reviews from all participating parties and personal feedbacks (Accolades).

AT A GLANCE

CHALLENGES

- Outdated HR tools
- Lack of automation
- Integration with existing payroll and project management platforms
- Developing a learning environment for employees from scratch
- Talent management process revision
- Lack of cutting-edge performance management tools

BENEFITS

Recruiting

- Integration with Andersen's public website for job postings
- Candidate application, and tracking of candidates through the interview and hiring process
- Onboarding / Offboarding: Simplified workflow to engage new employees and track "leaver" demographics.

Learning

- Tracking employee training status and individual development plans
- Creation of a "Learning Catalog" of over 250 internal and external training classes
- Automatic assignment and tracking of required training courses based on job roles
- Scheduling of classroom course delivery integrated with Outlook Calendar, including meeting invitations, reminders, and updates
- Access to internally developed e-learning courses, 3rd party content, and customized quizzes to provide on-demand learning
- Tracking of expired and soon-to-expire certifications and course requirements, to aid in scheduling and employee compliance

Performance

- Annual performance review tracking tied to regional and corporate goals
- Ongoing check-in management between employees and managers including personal goal setting, training needs, and career planning
- 360 reviews providing feedback from managers, peers, direct reports, and external business partners
- Encourage internal feedback, acknowledgments and appreciation using "ACCOlades", submitted by other employees

BENEFITS

Time & Attendance
- Submittal and approval of PTO requests along with automated accrual tracking based on the company policy and employee status.

Reporting
- Standard and customized reports through an easy user interface
- Integration with other SharePoint-based platform data through Power BI creating live management dashboards

TESTIMONIAL

We've been able to integrate our Lanteria database with our SharePoint data warehouse to automatically populate our PowerBI dashboard.

We now have better visibility to manage our HR and Training performance.

GREG BAKER

Employee Development Director, Andersen construction

RESULTS

- Simplified workflows
- Less paperwork
- Single point data entry with integration across multiple platforms
- Increased employee engagement in career & development planning
- Easy to locate, reliable information with appropriate security measures