



 Microsoft  SharePoint  Office 365

CASE STUDY

ANDERSEN CONSTRUCTION IMPLEMENTS LANTERIA HR

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SOLUTION SUMMARY

Andersen started in 1950 providing design and build services. Since then, the market demand has shifted to the point where today, more than 95% of Andersen's work assignments involve them in providing CM/GC & GC/CM, Negotiated GMP, Integrated Project Delivery and Design-Build services.

The most critical requirement for the new system specified by the company management was to have an online platform where all employees can feel fully engaged. Employees should pass required learning courses, receive and provide personal feedbacks (Accolades), and get badges and certificates for their work.



CHALLENGE

Andersen wanted a comprehensive HR management solution offering the flexibility of customization to accommodate their own internal processes. Andersen was interested in engaging employees into the system. System should have had some gamification and allow employees to pass E-Learning courses, quizzes and receive certificates when course is successfully passed. Also in order to motivate employees, the system should give employees badges based on the feedbacks from other team members about their work. In addition, the company management planned to introduce the performance assessments for each employee. Performance assessment should have included external providers who are not part of Andersen Construction team.

Moreover, the company was keen on automating and improving the absence management so that employees could send the absence requests to their managers, managers could approve the absences and HR team – report on the absences and analyze them.

In order to ensure that data is always valid and accurate and avoid managing the data in multiple systems, Andersen required HR software to be integrated with the existing payroll system CMiC <https://cmicglobal.com/> that specifically serves for constructions industry.

SOLUTION STRATEGY

Lanteria HR has given the employees a handy tool for learning on the daily basis. An online learning platform enables employees to complete the variety of training courses such as E-Learnings, video, documents and quizzes at their own or participate in the classroom events. All these activities are saved in Lanteria HR as records of learning and allow to get scores and certificates for passing them.

The review process is transparent and streamlined and the paper work is minimal. The great thing is that HR and Managers can identify the gaps during the review and use Lanteria HR further to plan the employees' learning and development.

Employee Feedbacks (Accolades) are a great way to provide timely & public recognition that can serve as a catalyst for engagement and performance. In a way, it is like a social badge people can give one another.

All the information about absences is now gathered in one place. The employees can view their past absences, as well as the number of booked, taken and remaining holiday days, which helps them in the holiday planning. Managers and HR team can track and analyze their employees' absences. In addition, the Out Of Office Calendar is available for users to see other colleagues' absences for the selected month.

The solution was deployed in the following five functional stages:

- Core HR and integration with CMiC
- Learning management
- Leave requests and approvals
- Recruitment, which includes an Extranet portal for external applications
- Performance reviews, external feedbacks, employee feedbacks

RESULTS

- Improved employee productivity
- Increased employee engagement
- Reduced data duplication
- Easy to locate and reliable information across the business
- Less dependence on paperwork

“

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

LANTERIA HR OVERVIEW



Lufthansa

SEGA®



Acronis



LOCKHEED MARTIN

National College
A Degree of Difference... Since 1886

- ✓ Customers in 40+ countries around the globe
- ✓ Exclusive focus on HR management and Microsoft technologies
- ✓ Professional implementation and support teams
- ✓ Microsoft Certified Partner
- ✓ 50+ partners worldwide
- ✓ Founded in 2006



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AWARDS

