



 Microsoft  SharePoint  Office 365

CASE STUDY

INTERNATIONAL DEVELOPMENT COMPANY CHEMONICS
INCREASED TRACKING AND ACCOUNTABILITY WITH
LANTERIA HR

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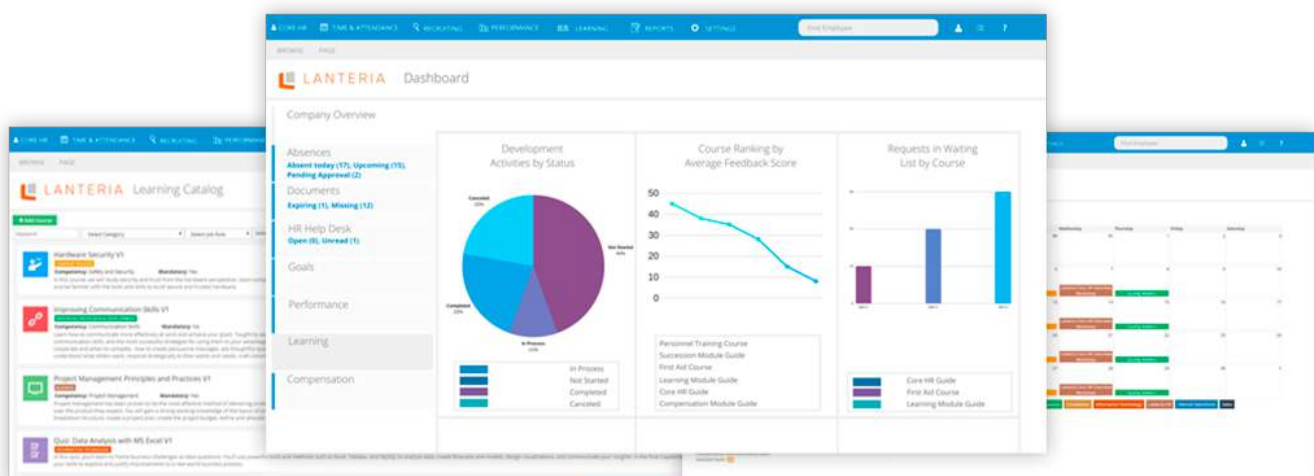
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SOLUTION SUMMARY

Chemonics is world-wide famous international development company with over 5000 employees headquartered in the US and operating in Asia, Europe, Africa, Latin America and Middle East, focused on different projects for developing countries. The projects cover a wide area – agriculture and food security, corporate partnerships, democracy and governance, economic growth, education and youth, environment and natural resources, gender equality, social inclusion, health, peace and stability, supply chain solutions, and water.

CHALLENGE

International company with such a variety of development areas for technical and development projects and with multiple offices across all geographies needed a sustainable and unified Learning Management System, that allows management of complex a Learning Catalog, management and scheduling of in person courses, management and tracking of professional development funds with automation to accelerate learning opportunities, including the approval process and more.



SOLUTION STRATEGY



In 2018 a complex and customized Lanteria HR Solution was implemented, that included the lite version of Core HR with AD integration to manage the employee database and organizational structure, and the Learning Management System module to cover Learning Catalog management, Development plans, Training Schedules (with Exchange integration) and Training Requests approvals and management. Additionally a custom solution for managing, approving and tracking learning budgets, learning practicum assignments and management, new options for Learning Curriculum assignments and multi-day training sessions was developed and implemented. The solution was based on SharePoint Server or Enterprise 2013.



BENEFITS AND RESULTS



“Chemonics is a very unique organization with many unique processes and needs. Most LMS systems are built in a standardized way that can address the needs of the majority of large companies, but not the needs of Chemonics. Lanteria provided us with an affordable, customizable, and scalable solution that we really needed to push our efforts forward.” – Ghanim Ghneim, Manager, Learning Technology, Chemonics.

The benefits of the implementation of this system was the automation of all of Chemonics’ learning processes including:

- ✓ Administration and tracking of professional development funds in all countries and projects.
- ✓ Scheduling, Management, and Tracking of In-Person Classroom training opportunities offered by Chemonics in the Home Office.
- ✓ Deployment, management, and tracking of e-learning courses offered by Chemonics to their global audience.

BENEFITS AND RESULTS

All of the above listed benefits resulted in provided services previously reserved only for our home office to the global community of the company and the automated processes resulted in decreased turnaround times and increased tracking and accountability. The success of the system and its customizations led to 2019 agreements to further develop the LMS to include a virtual classroom for global online facilitations of Chemonics' trainings as well as the inclusion of the Performance Management module of Lanteria to like HR processes with learning activities and performance.



LANTERIA HR OVERVIEW



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- ✓ Microsoft Certified Partner
- ✓ 50+ partners worldwide
- ✓ Founded in 2006



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AWARDS

