

CASE STUDY

Creative Assembly, SEGA group, UK



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Martin Servante, Creative Assembly Limited, Director of Operations & Finance

Company

Founded in 1987 and based in Horsham, West Sussex, the Creative Assembly is one of the UK's premier videogame developers. Creator of the multi award-winning Total War strategy series, the studio has received numerous press, industry and consumer accolades, including BAFTA and the Develop Industry Excellence awards.

Challenge

People are the key asset in the industries like this. Development and increasing performance of the world's favourite game creators is one of the main tasks for the Creative Assembly HR department. However, the performance evaluation used to be somewhat formal as there was no systematic way for setting the goals and working on them from day to day. The preparation to the periodic evaluation ended up in employees trying to recall their previous goals and achievements. 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.

Solution

Lanteria HR has given the employees a handy tool for managing their goals on the daily basis. Having the systematic framework of competencies and requirements, they can understand what the company expects from them, as well as plan and update their goals as new challenges and results come up. When it's time for review, all the goals are in place, with the up to date results and there is no need to input them manually into the form. The review process is transparent and streamlined and the paper work is minimal. The great thing is that you can identify the gaps during the review and use Lanteria HR further to plan the employees' learning and development. 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.

“...Lanteria HR continues to provide valuable support with our employees performance management. This system has increased the visibility and importance of performance management throughout our company which helps us to effectively manage and improve the performance and attendance of our teams. Lanteria delivered a quality product, to the standards expected and have also provided great ongoing support and bespoke system options...”

Martin Servante,
Creative Assembly Limited, Director of Operations & Finance

Lanteria is the world's leader in developing HR, Talent, Performance and Learning management software for SharePoint. We deliver high-quality software solutions that help our customers improve the efficiency of their business.

Lanteria was founded in 2006 and, since that time, have successfully completed over 150 projects for local and international clients. The Lanteria team includes both experienced HR and IT professionals. This allows us to integrate our extensive HR experience with all the cutting-edge Microsoft technologies that you are already using.

Contacts



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