

# Ingenium Case Study

Industry: Waste Management

Size: 140+ employees

Location: United States

## ABOUT COMPANY

Ingenium is the leading provider of sustainable waste management solutions and is known for its innovation, accountability, and uncompromising integrity.

The company provides a broad range of waste management services specializing in the packaging, transportation, recycling and disposal of hazardous, non-hazardous, biological, universal and radioactive waste. Ingenium was established with the dual goal of offering sustainable recycling methods to an otherwise traditional hazardous waste environment, along with a commitment to be a trusted partner to their clients.

Ingenium is positioned along the entire West Coast and Texas, with multiple ten-day waste transfer facilities. They operate on a national level with the support of a vast network of waste management partnerships. Their customer base spans across the nation and a variety of industries, including biopharmaceutical, aerospace, chemical, general manufacturing, healthcare, and education.

Ingenium's long history of providing clients with innovative, sustainable solutions, coupled with their exceptional customer service, educated workforce and their unwavering commitment to excellence has allowed them to define its reputation as a leader in the waste management industry.



## INGENIUM'S WISHLIST

- To cover all HR processes in a company with 140+ employees and branches located in multiple states.
- To integrate with the existing SharePoint environment.
- To integrate with a third-party payroll system.
- To transition to a remote working model.

"When Ingenium reached the 50+ employee threshold, I realized we needed to update our systems to accommodate our growing staff. After researching several options, we chose Lanteria because (a) it had all the features we were looking for, and (b) all the data was located in one place, which made it easy to manage and administer. It was a great option that checked all our boxes."



## Meet Kelley Deblois, Director of Human Resources at Ingenium



When Kelley joined Ingenium in 2009, it was a startup company with less than 20 employees. As the company grew, she realized expanding the HR Department became crucial to the company's success.

She focused on this initiative and basically built the HR Department from the ground up.

Today, Ingenium continues to grow, and Kelley switched her focus to the strategic initiatives of the organization, which she finds both fascinating and challenging.

"I really enjoy the strategic planning within the organization. The Ingenium culture is extremely important, so focusing on communication, scaling for growth and identifying where the gaps are is crucial. Employees are our greatest asset, and our goal at Ingenium is to provide our team members with a challenging and enjoyable work experience and a successful work/life balance."

### THE CHALLENGE

Before transitioning to Lanteria HR, Ingenium was using Word documents, Excel spreadsheets, and paper. The only system in place was Payroll. Kelley searched for an all-in-one HR solution that would cover every people-related process in Ingenium, which at that time was growing continually.

Ingenium was also looking for an HRMS that would blend seamlessly into their Microsoft SharePoint environment and be compatible with Office 365, which was currently being used in the workplace.

## THE SOLUTION

### Applicant Tracking

Since implementing Lanteria HR, Ingenium has been using the Recruiting Module daily, which has added visibility to the applicant tracking process.

"Transitioning an applicant to an employee is as easy as clicking a button. It saves valuable time and provides for an efficient and seamless process to an important part of our business..

### Performance Management

Before implementing Lanteria, employee performance reviews were cumbersome, paper-based, and involved a multitude of people. Lanteria HR brought in a paperless collaboration, and automated and streamlined the performance appraisal process.

### Analytics and Reporting

Kelley was impressed with the range of reports Lanteria provides with its Report Center.

"The analytics and reports that provided the goals and competencies was a key selling point in making the decision to choose Lanteria."



"The Performance and Recruiting modules have saved us an enormous amount of time."



## RESULTS

- Simplified Workflows
- Zero Paperwork
- Increased Visibility
- Advanced Analytics
- Integration with Microsoft SharePoint and Office 365
- Increased Employee Engagement in Career & Development Planning
- Streamlined Recruiting and Applicant Tracking