



# Client Success Story

## Built Implements Lantertia HR

### About Built

**Built** is one of Australia's most dynamic construction, refurbishment and fit-out companies. With over \$1 billion in annual revenue, Built has nearly 800 employees and offices in Sydney, Melbourne, Brisbane, Adelaide, Canberra and Perth.

### The Challenge

Built wanted an off-the-shelf comprehensive HR management solution offering the flexibility of customisation to accommodate their own internal processes. It also needed to allow Built to host sensitive data in its own environment to eliminate any security or ownership issues.

### Key Benefits:

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



Level 1, 80-84 New South Head Road, Edgecliff NSW 2027

+61 2 8004 1008

 [info@totalcalibration.com.au](mailto:info@totalcalibration.com.au)

 [totalcalibration.com.au](http://totalcalibration.com.au)

## Total Calibration's Approach

Total Calibration recommended Lanterria, a SharePoint-based HR management system, as the best solution for Built's requirements. In addition to providing a centralised HR Information System, the flexibility of the platform allows customisation to meet the client's needs and safe-guards private and confidential personnel data.

The solution was deployed in three functional stages: performance reviews; leave requests and approvals; and recruitment, which includes an extranet portal for external applications. All forms and processes for Built's specific employee life cycle were tailored to reflect their processes and needs without compromising important HR practices.

## Key Outcomes

- Employees can update their personal information via the online portal, freeing-up the HR team for more value-added activities.
- Greater ease of reporting and data management: with everything online, there is now a single source of truth for employee data.
- Branch offices can rely on accessible, up-to-date HR reports and HR processes have been standardised across States.
- The time required to produce ad hoc reports required by the business has been significantly reduced.
- An online learning platform enables employees to complete training courses at their own pace and automatically generates a record of learning.
- In a recent employee engagement survey, employees reported improved ratings of Built as an employer of choice.

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