



**The Customer:**

Gresham, Smith and Partners

**Industry:**

Architecture, Engineering, Interior Design, and Planning

**Employees:**

800

**Geography:**

Headquartered in Nashville, TN with 18 offices.

**Solution:**

iVantage®

*“HRMS Solutions has been invaluable to our efforts. In addition to helping us with evaluations, they helped us define our business processes, flow-chart them and adapt iVantage to those workflows.”*

Gordon Vaughn  
IT Manager

*“We can see that iVantage is definitely going to bring us a tremendous cost savings by significantly reducing paper transactions. Plus it supports our company-wide green initiative by eliminating paperwork and creating paperless workflow processes.”*

Gordon Vaughn • IT Manager

## Leading Architecture and Engineering Firm Coordinates Global HR with Spectrum iVantage®

Gresham, Smith and Partners (GS&P) is one of the top architectural, engineering and interior design firms in the United States. The firm employs 800 professionals with specializations in aviation, healthcare, corporate and urban design, industrial, environmental compliance, transportation and water services. GS&P is one of the few design firms in the industry that offers professional services to such a wide range of markets.

### Expanding operations create need for flexible, accessible HRIS solution

The firm operates from 17 nationwide offices and an office in Shanghai, China. Because employees are spread around the world, GS&P faced unique HR challenges. With HR centralized in GS&P's Nashville headquarters, Gordon Vaughn, IT Manager, was frustrated by the firm's existing HR software, UltiPro. He felt recurring maintenance costs were high and the software's client server architecture made it difficult to perform modifications to the system.

“Mainly it was inflexibility in tailoring the system for GS&P,” Vaughn recalls. “We wanted to go to a straight Web-based solution that offered integrated security with Microsoft Active Directory and the ability to interface seamlessly with our accounting system, Deltek Vision®. Searching for a new solution and a referral, Vaughn contacted Deltek, Inc. Deltek suggested he work with HRMS Solutions, a Washington DC-based consulting firm offering a portfolio of HRIS solutions with a large client base of Architectural and Engineering firms. HRMS Solutions is also a certified Deltek Business Partner and has extensive domain expertise with Deltek Vision.

“HRMS Solutions helped us evaluate several different HRIS vendors and provided the product presentations for us. They worked with us to narrow down our choices and we ultimately selected iVantage® by Spectrum Human Resource Systems Corporation (Spectrum),” says Vaughn.

“GS&P wanted to improve their operational efficiency by implementing a solution which would allow a single point of data entry to transfer seamlessly to Deltek Vision,” explains Mike Maiorino, President of HRMS Solutions. “With so many remote offices, taking advantage of intelligent workflows, paperless performance reviews, and self-service tools in a Web-based HRIS system like iVantage made perfect sense.”

### Single source data entry via accounting integration

Vaughn's requirement for integration with Deltek Vision was a “must-do for single source data entry”. iVantage came with a generic file-based integration, but Deltek and Spectrum have worked together to provide a more automated web-services interface from iVantage to the Info-Center in Deltek Vision.

“iVantage technical support is very helpful, knowledgeable, and responsive. And HRMS Solutions has been a great liaison in working with Spectrum on any issue that comes up.”



*“We’ve been able to personalize iVantage to our workflows and it really helps in terms of our applicant tracking and compliance reporting. We see that as being a great benefit to our managers.”*

Gordon Vaughn  
IT Manager

### Self-Service tools empower employees and managers

Since iVantage offers many self-service tools, such as paperless performance reviews, candidate self-service, salary planning and on-line benefit enrollment, GS&P will be able to eliminate the need for managers to hassle with paperwork and interoffice mail.

“We’ve been able to personalize iVantage to match our existing workflows, which helped us reduce the time to track, process and complete compliance reporting,” asserts Vaughn. “We will be utilizing manager self-service to complete workflow cycles for recruitment, routing and approvals for personal action notices (PAN’s), and employee performance evaluations. This functionality will allow GS&P to get people involved with the process while maintaining accountability and efficiency.”

Recently, GS&P released self-service to a pilot group of employees. Using iVantage Connect, employees can update their personal profiles should they move, have children, or experience other life event changes. Based on enthusiastic feedback, GS&P plans to deploy self-service company-wide by the end of the year. Next year, they will conduct their first paperless on-line benefits open enrollment in iVantage.

“The feedback from all of our locations has been extremely positive with regards to self-service. We have centralized HR, and for the first time enabled employees to be able to review and update their own information. In addition, managers can actively take part in workforce tasks needing to be routed and approved without having to print out paper and send it through interoffice mail. This has really saved us an immense amount of time”

Beyond convenience and improved accuracy, there are a couple of additional benefits of going paperless: It’s good for the environment and saves money. “We can see that iVantage is definitely going to bring us a tremendous cost savings,” Vaughn says. “Plus it supports our company-wide green initiative by cutting down on the amount of paper used to support our many HR processes that have now become paperless.”

### iVantage evolves to meet changing Workforce Management needs

Moving forward, Vaughn continues to personalize iVantage and configure it to match the firm’s complex HR processes. “iVantage offers tremendous flexibility in both personalization and reporting. The multiple reporting tools within iVantage are so much more flexible than what had in Ultimate’s HR solution. One reporting option in iVantage uses Crystal Enterprise which has been easier to learn and provides us with a better tool to support our unique reporting needs. Also, the Analytical tool called Microsoft Analysis Services leverages SQL Server functionality, which allows our HR team to drag and drop data elements into an OLAP Cube for analysis on such data as benefit enrollments, EEO and applicant data”.

“iVantage offers enormous flexibility in being able to tailor the system. With open source, it’s easy to modify the application to fit our needs without having to have a programmer change the source code,” Vaughn explains. “I went through a three-day training course for modifying iVantage from Spectrum. With that training and experience gained from having used the system for a while, I am able to perform the majority of any changes we want or need in iVantage myself.”

“As a web-based application, there’s no software to roll out. It’s really transparent to the users and it is so much easier to support. Overall, we are excited and pleased we selected iVantage.”



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