



Case study

About AVEVA

AVEVA is the world's leading engineering, design and information management software providers to the process, plant and marine industries. Their technology was originally developed and spun off from Cambridge University in 1967.

AVEVA has successfully established a truly global infrastructure – an international business with over 1,700 employees – and operates in markets governed by the world's fastest-growing economies.

"We have just done the annual salary review process and the Fairsail [now Sage People] system has decreased the time taken in managing that process by 50%."

Paula Parker, Group Learning and Development Manager

Challenge

AVEVA is a world class engineering software business that has tripled in headcount over the last eight years. Today the 1,700-strong workforce are spread across 40 offices globally.

With this geographical reach, AVEVA needed an HR system that could accommodate the needs of a global business and be flexible to adapt to the complexities this can bring.

It was important that they could implement, grow and develop any new system in phases, embedding it at their own pace. One of their first objectives was for a system that gave them confidence that they were working with correct data – knowing who and where their people were, how many and at what levels.

It also needed self-service functionality for employees to keep their own details up to date conveniently, as well as freeing up HR resource to deal with other priorities.

From a technical perspective, any new HR application also had to integrate with the existing Learning Management System (LMS).

Solution

The new Sage People (formerly Fairsail) system has become AVEVA's 'one version of truth' and employees have adapted quickly and appreciatively to the intuitive self-service functionality of People Zone.

It has integrated well with the existing LMS. Now that HR team members don't have to update employee details or manually enter starter and leaver information, AVEVA is finding it quicker to get core tasks done. They reported that the annual salary review took 50% less time because of the new system.

Sage People's modular approach to implementation allowed AVEVA to develop and grow their new HR system at a pace that suited them, embedding each module into the business before moving on to the next.

Now that the core elements of the system are in place, they are ready to focus on implementing the talent management and succession planning modules.

Wider thinking

Beyond the quality of the system and the quick implementation, Sage People stood out for AVEVA because of their understanding of and expertise working with mid-size global businesses. They felt that it would be too complicated working with some of the bigger players in HR system development. They were keen to work with an organization like Sage People that was a similar size to their own and understood their growth aspirations.

AVEVA prefers an informal and straightforward approach to working together on a project. So Sage People's practical, pragmatic and hands-on culture was a real plus point when choosing their system provider.

www.fairsail.com/sage-people