

# GESeaCo Ships in HR Software

GESeaCo Services Limited, one of the world's largest container leasing companies, has implemented HR software from the Sage solutions suite, SnowdropKCS, to consolidate its employee data and ensure international legislative compliance.

## About GESeaCo

GESeaCo employs 220 employees over 20 countries, from London, Italy, Sydney and New York, through to Moscow, China, Korea and Taiwan. Headquartered in Barbados, it employs 65 people at its largest office in London where HR is run from. Within the Americas, Europe and Asia Pacific, HR responsibilities are managed on a part-time basis as part of other roles.

## The need for an HR system

Prior to selecting a supplier, GESeaCo used paper records to manage employee information at each of its 13 offices across the world. Through moving to a computerised system, HR hoped to create a paperless function that would allow immediate access to all HR records, regardless of location; create global processes for improved leave & movement logging and ensure consistency of employee data.

## Implementation

GESeaCo took a rapid approach to implementation, with the whole process, from selection to 'Go Live', lasting four months. Russell Piper, HR Director for GESeaCo, decided to implement SnowdropKCS based on his experiences with the system at Crane Telecommunications Group Ltd.

Piper chose SnowdropKCS Personnel and SnowdropKCS Self-Service, to be accessed by all managers and employees, across the world. Line managers were given access first, with worldwide roll-out for employees following shortly after.

GESeaCo decided to brand the self-service system with GESeaCo's corporate identity and renamed the system 'MyHR', to ensure employee ownership and buy-in.

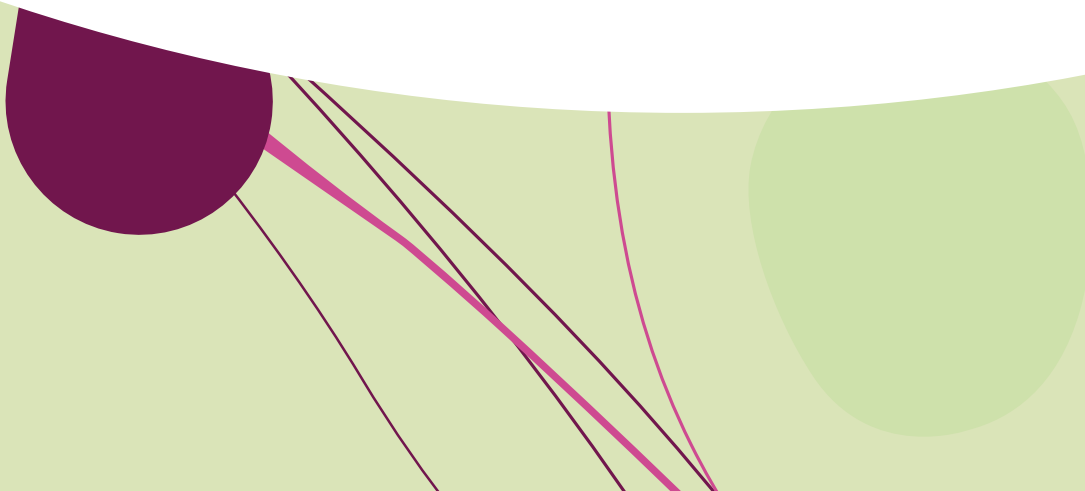
The directory services and workflow tools will also be implemented at a later date to assist the company with SOX compliance\*.

The directory services tool will provide connectivity between the HR software and GESeaCo's Microsoft Active Directory. For example, once new starter information has been recorded in the HR solution, automatic network access and identity will be created. This information will then be shared across all other business systems, as required. This ensures the timely creation of, and closing off of, employee information, to reduce potential security risks.

When workflow is rolled out it will automatically generate reminders for line managers and schedule work for HR at all GESeaCo's offices. In addition, leave approval and out of office permissions will be enhanced, as workflow will deliver messages directly to an employee's desktop, serving to smooth data flow and thereby increase efficiencies company-wide.

The personnel module's organisational charting and salary modelling tools will be integral to better workforce planning and worldwide salary reviews. Salary modelling information is exported to Visio, from which PDF files are created and posted on the intranet. This again enhances visibility of information, increasing awareness across the organisation and creating a global 'who's who'.

As part of the move to a Windows system, 30,000 documents were scanned and uploaded into SnowdropKCS, which has already created immeasurable time savings in sourcing information.



## Benefits

Through online access to HR information, line managers can now track teams more easily, which is essential for the 5 'virtual' teams that are spread across the world. Managers can also view a range of reports, including salary, review and benefits information.

Opening up information in this way has been fundamental in freeing up the HR team to concentrate on more value-added activities, such as coaching and development strategies, rather than spending time on retrieving data.

GESeaCo has also recently introduced a performance management system, from which outputs are stored in SnowdropKCS. With online access, line managers can easily access development objectives, which assist them in keeping their focus on employee training and support. For HR this also provides a clearer picture of which topics need to be covered, assisting in the procurement of suppliers.

Additionally, the self-service module enables employees to access and update holiday and absence data, including travel dates and edit personal information, such as contact details. Employees can also view development plans and pay conditions that assist in creating greater transparency of information. As responsibility is now devolved to individuals, there is also less reliance on a central function to create prompts within the business: rather than the sporadic maintenance of records, processes are now standardised.

Essentially, increasing the availability of data means reducing the amount of time spent searching for information, whilst increasing the quality and consistency of employee data – imperative for ensuring reliable management reports.

A key area of improvement is a firmer control on absences, in particular, through identification of sickness patterns and Bradford Factor analysis.

Through providing cost information at the touch of a button, SnowdropKCS has also been invaluable during the business re-organisation process.

Through worldwide access to HR information, Russell Piper, HR Director for GESeaCo, anticipates being able to equalise benefits, whilst no longer having to deal with time delays in finding employee information. Russell says: "With SnowdropKCS there is considerably less concentration on administration and a greater focus on training and development, enabling us to deal with the challenges of tomorrow."

\*SOX is an American corporate governance rule that was introduced in America in the wake of the Enron disaster, requiring organisational accountability for all employees.