

Easy-to-Use Talent Management Software Adds Flexibility and Additional Strategic Insight to the Performance Review Process



Challenges

- Struggling with time consuming manual processes for annual reviews
- Lacks ability to customize reviews for core competencies
- Unable to compile review data to analyze the whole organization.

Key Selection Drivers

- Intuitive feature set and user interface will facilitate easy adoption
- Fluid online process enables data gathering
- Centralized and automated process will facilitate performance analysis at an employee, department and organizational level



Heating & Plumbing Engineers, Inc.
hpeinc.com

Rooted in the Rocky Mountain region since 1947, HPE is a woman-owned, 5th generation full service Mechanical Contractor. HPE is recognized for their timeless values of integrity, commitment, collaboration and excellence. HPE is advanced in the development, prefabrication, installation and post project service of heating, ventilation, air conditioning, sheet metal and architectural sheet metal designs. They are also sought after for their plumbing, pipe fitting, process piping, high purity piping systems & refrigeration systems expertise. Boasting an exemplary field force, creating relationships that last, and fulfill the “start-to-finish philosophy,” HPE strives to be adaptable, reliable and pioneers of solutions with the highest level of skill and capacity.

INDUSTRY

Mechanical Contractor

SOLUTIONS IMPLEMENTED



Performance Management



Succession

When it comes to HR, there are limitations to manual processes

The HR department at Heating & Plumbing Engineers (HPE) has many strategic and tactical goals to accomplish with its dynamic and growing workforce. Unfortunately they have spent too much time on the manual HR processes and now they're being held back by a lack of flexibility. Through their manual processes, reviews can only be done annually and cannot easily be customized for certain competencies. Furthermore, most automated software isn't designed to accommodate their unique reporting needs as a contracting company, and relevant compliance data is hard to come by with a time-consuming, manual process. Reanna Werner, Talent Development Manager at HPE, recognized that there had to be a way to automate and streamline their performance management data to better reach their company goals.

Every company faces unique challenges and BirdDogHR has solutions

Because of its straightforward feature set, BirdDogHR is easy to configure to client's specific HR needs. "We struggled with the fact that some of our field professionals didn't have email addresses," Werner says, "so we worked out a solution within process implementation." Because of BirdDogHR's configurability, HPE will also be able to use the software to accommodate frequent changes as their field professionals are a mobile workforce often changing positions. All of this configurability means that HPE can spend less time learning how- to administer the software and more time focusing on their employees.

Implementing BirdDogHR to streamline their process

HPE faced several challenges with manual processing but after implementation, "We will be able to do reviews more frequently thanks to the automated review distribution," Werner says. The BirdDogHR Performance Management and Succession modules will provide HPE employees with true accountability as they will be able to stay more aware of how they are tracking against their goals and their own career development. In addition, HPE managers will be able to better understand their teams' strengths and weaknesses so that they can more often, and more easily, improve on workforce development.



BirdDogHR™ offers comprehensive talent management software and managed services — everything you need to guide the entire employee lifecycle. The cloud-based talent management system is straightforward and easy to use, so you can safely focus on implementing strategy — not learning new software or worrying it won't keep up with changing regulations. Managed services operate as an extension of your HR department and deliver the expertise and focus you need. Organizations can see ROI in effective growth management, bottom line results and compliance peace of mind. BirdDogHR specializes in high-consequence and government contracting industries because they have unique needs. Companies from other industries can use the BirdDogHR talent management solution — and they do — but the solution is built with the most rigorous compliance needs in mind.