



Your **people**
are **OUR** business

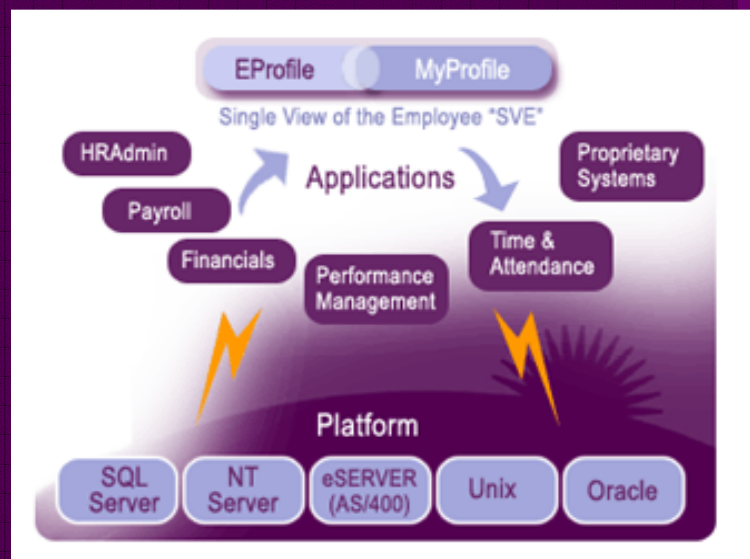
More power to your business

In today's competitive environment organisations must work at peak efficiency, yet many HR departments are often slowed down by mundane, repetitive enquiries from managers and employees.

At Strandum we provide solutions that give managers and employees the power to help themselves, allowing HR personnel to focus on more strategic issues.

Strandum's only goal is to tailor our technology around your specific HR needs.

Whether it's to merge with your existing systems, or create a new and dedicated backend, our software amasses the relevant information from all your databases, presenting it on PC screens in a fast and user-friendly manner.



What makes Strandum different?

At Strandum we know an HR solution needs to be fast, able to interrogate backend databases, maintain data security and merge with your existing systems. However, at Strandum we offer two distinct advantages:

Flexible Integration. Strandum adapts to your needs where other providers make you adapt to theirs.

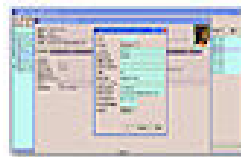
White labelling. Strandum can make its system totally conform to your company's look, feel and corporate branding, such as an intranet or extranet. It will appear seamless to all staff in the organisation.

What can a Strandum solution do for you?

Employees can review their own information over an Intranet and update it at will. They can view their benefits statement and print off their pay-slips (particularly useful for multi-site companies). [MyProfile]

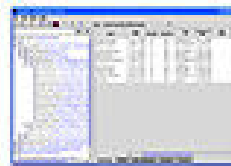
Managers can monitor the HR and Payroll details of their employees and use on-line planning tools to review salaries, performance and bonuses. [EProfile]

HR will have a back-end office system that increases efficiency, allowing staff to focus on more detailed strategic issues. [HRAdmin]



HRAdmin

A platform independent core HR back-office system. This client/server based management system enables HR personnel to strategically manage human capital investment.



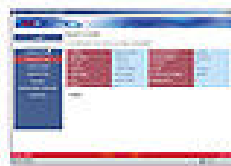
HRComp

Annual Salary Review, Bonus Payment, Share Options, Budget Management, Job Matching, Salary Surveys & Benchmarking. Works with HRAdmin, SAP, SSA Global, Oracle and Peoplesoft.



EProfile

A self-service system for managers. A portal application that provides personnel managers with comprehensive HR related data.



MyProfile

A self-service system for employees. This browser based system allows employees to view and where appropriate update their personal HR information.



The AIB Group - A Case Study

The challenge

The AIB Group successfully manages financial capital. However the company has another form of capital it seeks to effectively manage... its human resource. The firm's annual salary review is one of the central functions of its HR department and getting it right every time is crucial.

Calculating the correct level of remuneration for each employee is a mammoth task and previously its salary review was based around a Lotus Notes system. With a host of different job types to be assessed and a wide variety of performance management assessments involved, AIB Group decided that it needed to streamline its salary review system. "What we wanted was a standard tool that anyone in the organisation could use," explains Deborah Brady, project manager for the Salary Review Project.

Along with standardisation, the firm also had a number of additional requirements. "We needed to introduce an MIS capability. We wanted the ability to produce statistics and analysis for managers at any given time," adds Brady. The second requirement was a letters capability, essentially the facility to provide each employee with a letter outlining the outcome of their annual salary review, with details on remuneration, bonuses and share options. Finally, AIB Group wanted to include a means of providing statements to senior employees. Statements provide more information than offered in the standard payslip. In addition to salary details, they outline benefits such as health insurance and educational support.

The solution

"We went to lots of different companies, even as far as the United States," explains Deborah Brady.

"We couldn't find anyone who offered a solution that fit the requirement. When we then approached Strandum, we spent several lengthy sessions teasing through all that was needed. This involved not only discussing technical capabilities, but also the look and feel. In addition to this, we also had to outline what the new system shouldn't do. As a bank we have numerous security and regulatory requirements."

Strandum's previous experience with AIB Capital Markets meant that it already had a head start on developing what was needed. "We extensively modified the existing solution to cater for a dozen different types of review, while adding a browser based front end," says Brady. A client/server based solution was also installed to take care of maintenance of the back end of the system.



AIB Group

The benefits

When launched Brady explains they received tremendous feedback from users introduced to the new solution. "It was intuitive and provided a very comprehensive amount of information without overloading the user," says Brady. For the first year ever, the firm could provide complete statements. Additionally it now had an improved facility for sending letters after reviews. "We finally had one solution that catered for the full duration of the review. We had a greater degree of control since it gave us the ability to change reward parameters during the review process, without the need to call in the IT department for hard coding." Moving the ownership of the system from IT to HR meant new cost savings in terms of manpower in addition to a lower level of revenue required to perform the process.

"Strandum gave us intelligent analysis which not only focussed on immediate requirements but also looked ahead to potential issues."
Deborah Brady, AIB Group

Indeed, when AIB Group recently implemented a new SAP HR System it asked Strandum to re-engineer their system to work seamlessly with this new backend. AIB Group was so happy with Strandum's solution that it was the one tool the company did not want to lose in upgrading to SAP. As Deborah Brady sums up, "In terms of service, Strandum went far beyond any other supplier in the degree of support they offered. They gave us intelligent analysis which not only focussed on immediate requirements, but also looked ahead to potential issues in the future. This led to a secure, stable and superior solution."



The EBS - A Case Study

The challenge

As one of the country's leading building societies, EBS has seen a number of very busy years. It's hardly surprising, given the fact that Ireland has been in the midst of a long and sustained property boom. While taking care of its members' requirements is the core of EBS's business, taking care of its staff is equally important. Without an efficient and motivated workforce, the organisation cannot continue to grow.

Managing its Human Resources function is a complex task and, according to Human Resources Manager Sean McGrath, EBS has long recognised the need to introduce an effective IT system to manage its disparate HR needs. "We had been looking at introducing a system for some time, over a period going back five to ten years. For one reason or other, it never materialised", he said. Instead, EBS made do with what McGrath referred to as a "concoction" of solutions. "We were using a combination of spreadsheets and databases and knew that it wouldn't suffice for the long term, particularly if we wanted to have a single view of the employee," he explained.

Back in 2000, EBS undertook a strategic review and developed an action plan which looked ahead at improvements it could make in its organisation over the next five years. "We were very conscious of the fact that we are a people-centred organisation and we wanted to remain that way. To do that, you had to have a tool that helped you effectively manage these people," said McGrath.

The solution

EBS looked long and hard for a potential solutions provider in 2002 / 2003, but many of the big names in the IT industry were found wanting. "We wanted something that offered us complete control and could be developed along the lines of in-house requirements. We weren't looking for an out-of-the-box, one-size-fits-all solution," McGrath explained. It was with this in mind that EBS

eventually found what it was looking for with Strandum. "We were really impressed with their enthusiasm and they proved to be innovative, creative, and a genuine business partner", he said. Following the EBS requirement, Strandum developed a total HR solution. Every piece of relevant employee data could be stored, accessed and analysed on one system. The new solution was designed to cater for every employee interaction, from initial interview to retirement, coupled with interfaces to payroll throughout. The solution continues to evolve, with new modules catering for things such as Flex Benefits and Exit Management steadily being added.

EBS

BUILDING SOCIETY

The benefits

"What we've seen is a huge transformation in how the HR department can do their job. This gives us real-time information on every employee and means that we can undertake projects that were never possible under the old regime," said McGrath.

The Strandum solution enables EBS to effectively segment its staff, and offer them personal tailored benefits and solutions to suit their individual needs. One example of the new flexibility is in the area of annual holiday -- staff can buy or sell holidays outside of their statutory requirements. This particularly suits the staff member who may wish to spend more time at home when their children are on holidays from school, etc. "The HR team really enjoy designing these life-style choices for the staff and the system has allowed us to do exactly that," explained McGrath. "It generates substantial efficiencies for our department. We now have up-to-date employee information at the touch of a button. We're very, very happy with Strandum. They've been real partners and they've been willing to go the extra yard for us. I think our users will see the benefits for a long time to come," said McGrath.

"We were really impressed with Strandum's enthusiasm. They proved to be innovative, creative, and a genuine business partner."
Sean McGrath, EBS

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The AIB Capital Markets - A Case Study

The challenge

With around two thousand employees based in Ireland, the UK and the United States, AIB Capital Markets needs an effective human resources function and finding ways to improve efficiency is a priority. As with any large organisation, it has a large repository of electronic data. Finding better ways to utilise and distribute this data was one key priority. AIB Capital Markets already enjoyed an excellent employee intranet and the Division needed to complement this with desktop access to core HR systems.

"We had two main goals," said John Conway, head of Human Resources at AIB Capital Markets. "Our primary requirement was to make employee information from the Group HR system available to line managers". Data such as salary levels, bonus awards and static information such as home addresses resided on an old system, what Conway referred to as "green screen technology". The division had been using Windows for years and wished to roll out this information to managers' desktops. The second requirement was to streamline the annual pay review process. This was a laboured process which involved pulling information from the old system into spreadsheets for review. In recent times AIB Capital Markets had undergone a major change in pay policy and was now using a lot of benchmarking information in calculating appropriate salaries. It wished to make the information easier to retrieve and offer more time for managers to make decisions.

The solution

AIB Capital Markets' original provider couldn't offer a front end solution within a reasonable timeline and the company turned to Strandum, who came to the company with the concept that it could retrieve information from any database and put it onto a user's desktop. According to Conway, developing the solution from concept to execution was a collaborative experience. "We had a very clear idea of what we wanted to do and worked very closely with Strandum. A lot of our intellectual capital went into this project", he said.

There were several elements to the new solution. First of all, Strandum's MyProfile product was rolled out to 1,600 employees in Ireland and the UK. It allows each employee to update their personal data on the HR system. MyProfile is browser based and allows the user to make changes from their own desktop.

The second aspect was the introduction of Strandum's EProfile for 150 line managers. This client/server solution allows the user to access all relevant HR data such as salary levels, bonus figures, and personal details. It also provides a pay review modelling tool and automates the entire pay review process, including the production of management information for pay review analysis.



The benefits

For John Conway, the advantages were immediately obvious. "We wanted to improve our efficiency and reduce the number of calls and queries we had to handle. Most of the information people were looking for is now available on their desktops, which cuts down on our workload," he said. "Obviously some people are quicker to adapt than others, but we've been encouraging people to use the new system and we've seen a steady upsurge in use," he added.

The annual pay review process has also undergone a transformation. "Previously we had to put five or six people on it for six to eight weeks. Nowadays we just need two people. Statistics can be pulled together very quickly. What this means is that we can start the pay review process much earlier than before and allow line managers a longer amount of time to make their decisions," said Conway.

"We can start the pay review process much earlier than before and allow line managers more time to make their decisions."

John Conway, AIB Capital Markets

AIB Capital Markets is immensely pleased with the results. "We found Strandum to be very proactive and cooperative. They were very easy to work with and delivered a great solution", said Conway.