

Energy Cooperative

Industry: Energy and Utility

Region: North America

Stories of Digital Transformation

Summary

Drivestream worked with the client to create a cutting edge Human resource and Talent Acquisition ecosystem. Drivestream partnered and supported the client during a critical, complex and time sensitive merger of the plant. The implementation was very unique as the existing legal entities were transitioning from a paper based process while the operating company was transitioning from PeopleSoft to Cloud.

About

The client is a transmission cooperative, providing reliable, affordable electricity to member co-ops, who then distribute it to nearly 400,000 homes and businesses in the state of Ohio.

The client owns a diverse portfolio of base load and peaking facilities, outfitted with best-in-class environmental controls. The client is also committed to researching and investing in economically sustainable sources of renewable power.

Challenges

- Merger realized during the course of the implementation
- Application adoption for the entities' users coming from paper based process
- Transition involving complex merger requirements
- Complex integration to and from third party systems for primary entity

Benefits Achieved

- Project plan, execution and strategy aligned to ensure timely ongoing implementation while meeting the aggressive merger requirement
- Exhaustive, multiple level/multi phase training approach adopted by Drivestream resulted in excellent user adoption by the entities' users
- On time merger and application GO-LIVE for primary entity with all merger related requirements met
- First of its kind time, absence and Payroll integration resulted in seamless and accurate transfer of data between the various applications involved

Results

- Seamless and timely transition between entities
- Readiness for future scalability with industry leading practices
- Consistent and standardized design/solution across various legal entities thereby resulting in improved process efficiency

Products:

HCM Cloud
TBE Cloud

Legacy Platform:

PeopleSoft (primary entity)