

# Case Study

APRIL 2010

**FUTURE SKIES INC.**

PAGE 1



*"Investing in proven HR systems became a necessity as our growth outpaced our manual processes"*

## THE CHALLENGES OF FAST GROWTH

**Fast growth is always welcomed. But thriving small companies quickly realize that their business infrastructure has to keep pace in order for the growth to continue.**

Such as the case of Acente Solutions customer Future Skies Inc. which provides exceptional software development, system analysis services and specialized, robust military products. They are experts in communications and interoperability solutions for the DoD, commercial clients and Federal prime contractors. Their knowledge management and battlefield



visualization tools enhance the commander's situational awareness and understanding. They cover the full range of military communications from tactical systems in disadvantaged unreliable networks up to strategic satellite mission critical defense systems.

Future Skies is on an aggressive growth curve in what is a very demanding environment. As a result of that growth they began to experience "growing pains" in key business processes including HR. Having come from a large company background, Human Resources Manager Robin Rothman quickly realized that HR automation was necessary, and long overdue. "When I arrived, the company employed 23 people and managed key HR data in spreadsheets, like

many small businesses," said Rothman. Soon enough however, Robin and the Future Skies team found themselves growing to 80

*"To continue to fuel our growth we must ensure that our key business processes, including HR, are smart, efficient and provide the headroom we will need in the future"*

people with a bright trajectory for further growth. This of course meant that the time had quickly come to automate the HR Management System. "We needed a best-in-breed HR Management solution to eliminate manual reports, minimize compliance risk and provide headroom for future growth" added Rothman.



**HQ:** Wall Twp, NJ  
**Established:** 2001  
**Employees:** 80  
**Industry:** Software



### Portfolio Highlights

communications software, wireless applications, hand held technologies, simulation and service based solutions for mission critical environments



# From spreadsheets to a single HR repository

## Navigating towards the right solution for Future Skies

As an experienced HR professional, Robin knew that finding the right HR Management solution as well as the right implementation partner can have a significant impact on the company's success. In addition, being the HR leader for a sophisticated software development firm meant that Robin's internal stakeholders, starting with the company's CEO, had high expectations of what a mission critical, well executed software solution should look like and deliver. The stakes were clearly very high.

**The process** began with extensive background research that yielded a short list of best-in-breed HRMS providers with the full spectrum of capabilities to support future growth. With some additional help from an independent technology advisory organization, Robin selected Sage Abra HR software. Following a thorough selection process, Robin also engaged Acente Solutions to help align existing processes with best practices and manage the overall solution implementation.

**The implementation** of this solution, from manual processes to fully automated systems, required close attention to detail and a strong working relationship between customer and solution provider. There was no shortage of challenges along the way, but with personal involvement from Nick Laudano (Acente's founder and HR business process expert), and relentless focus on the part of Robin and her staff, multiple implementation challenges were overcome, and the solution was successfully deployed in June, 2009.

**The final results** brought about the benefits that Robin had promised to her management. With powerful reporting tools in place, the Future Skies leadership team can now have access to critical business information, enabling strategic planning and ensuring reporting compliance. Employee information is readily accessible and easier to manage and data is secured by controlling which groups have access to data at any level. The Future Skies team is ready to soar to new heights!



### The Challenge:

Growing Pains

### The Solution:

Sage Abra HR, Acente Solutions design, implementation and ongoing support

### The Benefits:

- Powerful reporting tools for business planning and talent management
- Government reporting and regulatory compliance
- Readily accessible employee information and profiles
- Secure data with multiple levels of access and control



HUMAN RESOURCES  
**REACHING FURTHER**

## the Acente difference

In HR, we work in a human-centric environment - we reflect that fact in our trust-based relationships and our daily customer interactions

Deep knowledge of HR business processes, built over years of experience in small and medium businesses and across various industries

Understanding the customer's unique environment and building fine-tuned, fully optimized solutions that exceed their expectations

Persistent, personalized relationships built on trust and long-term commitment to the success of our customers.