

CASE STUDY:

Innovation through SharePoint and Power Platform

Customer Profile

A leading IT services company serving Texas and Oklahoma is a technology engineering firm that provides IT solutions and services to various industries. The company has over 200 employees, including engineers specializing in different domains and technologies. The company strives to maintain high expertise and professionalism among its engineering team and a transparent and fair compensation and advancement system.



Business Challenge

The company used Excel workbooks with complex formulas and VBA to track their engineering team's skill level and certification and how they mapped to compensation and advancement. The Excel workbooks were distributed to each engineer, who had to fill in their data and send it back to the HR department. The HR department then had to consolidate and verify the data from multiple workbooks, which was time-consuming and error prone. Moreover, the Excel workbooks needed improved scalability, security, and usability. The engineers required help accessing or updating their data or seeing their real-time progress and status. The HR department could not ensure data quality or integrity or generate reports or insights quickly. The increasing size of these workbooks and the fragmented nature of their data sources led to several critical issues:

- **Complexity and Fragmentation**
The workbooks contained intricate formulas and VBA scripts, making them difficult to manage and update.
- **Time-Consuming Processes**
Consolidating data from multiple sources was labor-intensive, consuming valuable HR resources.
- **Inaccuracy and Inconsistency**
Manual data entry and consolidation often resulted in errors, leading to inaccurate tracking and reporting.
- **Lack of Real-Time Tracking**
Engineers could only view their progress after a period of time, leading to a disconnect between efforts and rewards.



Solution Provided by ampiO Solutions

AmpiO Solutions proposed a comprehensive revamp of the company's tracking system. The implementation involved a thorough analysis of the existing system, followed by the design and development of the new system using Microsoft SharePoint and the Power Platform. The new system was tested and refined before being rolled out to the entire organization.

- **SharePoint Implementation**

SharePoint was utilized to serve as a unified, centralized data repository. AmpiO transformed fragmented data sources into a single, coherent system by creating custom lists and libraries. This setup ensured that all information regarding skills, certifications, and employee data was stored in a standard, easily accessible location. Additionally, SharePoint's powerful search and indexing capabilities were used to enhance data retrieval and reporting.

- **Power Platform Integration**

ampiO harnessed the capabilities of the Power Platform, specifically Power Apps and Power Automate, to build a robust, low-code web application. This application automated many of the manual processes that previously burdened the company's HR department, providing a significant relief:

- **Power Apps**

A user-friendly interface was developed, allowing HR personnel to input and manage data efficiently. Engineers could also access this platform to track their progress in real time. This empowered HR to play a more strategic role in talent management, rather than being bogged down by administrative tasks.

- **Power Automate**

Workflow automation was implemented to streamline calculating and tracking certification levels and progression metrics. This reduced manual effort and minimized the risk of errors.

Business Benefits Realized:

By leveraging SharePoint and the Power Platform, ampIO Solutions delivered a solution that transformed the company's business processes, leading to significant operational benefits and a shift from complexity to simplicity. Some of the benefits include:

- **Enhanced Productivity**

The solution reduced the manual work and the human errors involved in collecting, consolidating, and verifying the data from multiple Excel workbooks. The HR department saved hours every week and could focus on more value-added tasks, such as employee development and retention. The engineers also saved time and effort by accessing and updating their data through a web browser instead of using Excel files. By eliminating the need to consolidate multiple workbooks, the HR department experienced a substantial increase in productivity. Tasks that previously took hours were now completed in minutes.

- **Real-Time Visibility**

The solution enhanced employee engagement and satisfaction by providing real-time visibility and feedback on the engineering team's progress and status. The engineers could see their skills, certifications, levels, and compensation at a glance and track their goals and achievements. The HR department could recognize and reward the engineers based on their performance and potential. Engineers can now track their progress and certification levels in real-time, empowering them and fostering a more engaged and motivated workforce. In addition, the modern application provided a clear and organized method for managing employee data, reducing confusion and administrative overhead.

- **Improved Accuracy**

The solution significantly improved data quality and integrity. By using a single data source in SharePoint, it ensured consistency and reliability. The data was also automatically validated and calculated by Power Automate, eliminating the risk of errors or discrepancies. This allowed the engineers and the HR department to trust the data and use it for decision-making and planning. The centralized data source and automated workflows reduced the likelihood of errors, ensuring more accurate tracking and reporting.



Conclusion

ampio Solutions successfully addressed the company's challenges through the innovative use of SharePoint and the Power Platform. By transitioning from complex Excel workbooks to a modern, integrated system, the company realized immediate improvements in productivity, accuracy, and employee engagement. This case study exemplifies how leveraging modern technology can transform business processes, leading to significant operational benefits and a shift from complexity to simplicity.