

# Problem, solved.

## Trèves

Automotive supplier's hiring process accelerated from four weeks to just 10 days.

**"Congratulations on this very good tool. It is extremely useful for managing our local and international hiring process."**

– HR director, Trèves

**RunMyProcess.**

a Fujitsu company

# Background

Trèves Group is an automotive supplier specializing in the design, manufacture, and supply of car interiors. Its products include acoustics, thermal aerodynamic shields for engine compartments, interior trims, door panels, seats and seat components, and covering materials. Headquartered in Paris, the company employs 7,500 people worldwide and operates in Europe, Asia, North Africa, and the Americas.

## Problem

Trèves had recently migrated from Lotus Notes to Google Apps to increase productivity and reduce costs. By moving to a cloud solution, the IT department had freed itself from server maintenance, upgrade management, and compatibility issues. But before it could begin migrating away from Lotus Notes workflow applications, Trèves needed to find a cloud platform that was 100% compatible with Google Apps. It decided to test Fujitsu RunMyProcess by creating a brand new workflow application.

Trèves opted to automate the manual workflow used for approving hiring requests. It was a key workflow for the company because the paper version was hindering the company in keeping its promise to increase the rate of internal hiring. The existing paper-based system was slow and cumbersome – forms were shared manually and nearly 20% of applications would get lost. There was no automatic tracking or established process across the company. On top of this, group headquarters didn't have sufficient visibility into the hiring processes used by international operations.

## Solution

The Trèves IT team built a brand new workflow application based on the Fujitsu RunMyProcess platform. They worked closely with line managers to specify the application to give the new tool the flexibility the managers needed. Now, line managers can submit a hiring request using a simple web form and the new RMP workflow then automatically routes the request through the various steps of the approval process. When approved, the new position is added to a Google spreadsheet. The solution was deployed first in France, followed by the international offices once the worldwide Google Apps deployment was completed in January 2011.

# Benefits

The new HR workflow application built with Fujitsu RunMyProcess gives Trèves management a clear view of the number of job openings in the company. On average, it has accelerated the decision and approval process from four weeks to just 10 days. It also lets the Human Resources department track the hiring process and job openings. As a result, it has increased internal mobility by making it easier to match open positions with internal candidates.

The arrival of the new workflow has been met with great enthusiasm. As the HR director of one of the international offices said: "Congratulations on this very good tool. It is extremely useful for managing our local and international hiring process."

Because of its successful deployment, Trèves will be migrating more of its existing Lotus Notes workflows to the Fujitsu RunMyProcess platform, which it will also use for new workflow developments.