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metabo

SUCCESS STORY FLEXIBILITY AND EASE OF USE – WEB-BASED TIME MANAGEMENT

Metabo manufactures electric power tools for today's professionals, who need to be sure they can rely on their equipment tomorrow. The high quality of Metabo's products has helped to make its name known in more than 100 countries worldwide. Metabo has its own sales subsidiaries and service centers and closely cooperates with the specialist retail trade.

Metabowerke GmbH strongly believes that only a motivated and responsible staff can truly ensure the continued success of the company. This is reflected in the company's organization, characterized by flat hierarchies and rapid decision-making channels.

As a result, the individual departments have a great deal of autonomy and responsibility. While imposing a challenge on all employees, this responsibility also allows for more flexibility and individual freedom.

The Desire for More Flexibility and Independence

It was precisely this desire for more flexibility and independence that caused Metabowerke GmbH to consider expanding the Adicom® Time & Attendance system it had implemented ten years earlier. In 2003, the employee self-service (ESS) system Adicom Web-based Time & Attendance was introduced. Adicom Web-based Time & Attendance allows any employee with a PC and Internet browser to access the time management functions from anywhere.

The first step was to bring together 30 responsible employees from the HR, IT, and sales departments in order to document Metabo's concerns and requirements and to test the solution for user acceptance. The general feedback was positive, so the decision was made to launch the Adicom Web-based Time & Attendance system, since it fulfilled the demands for enhanced autonomy and a more efficient workflow. During the test phase, the first suggestions for optimizing the system were implemented, making way for the large-scale introduction of the system for all relevant 450 employees starting in the summer of 2004.

Implementation and Training

Through an intensive key-user training course conducted by Adicom, selected Metabo employees were able to become familiar with the new system, enabling them to pass on their knowledge internally.

New rules were quickly integrated into the system. One of the biggest challenges was the refinement of the multi-level hierarchy and the corresponding workflow – a task that was successfully accomplished in a relatively short space of time.

