

## Avarn Security, Norway

# Successful Implementation of SAP SuccessFactors Learning Management

 The system exceeds our expectations. It meets our needs, particularly across borders. itelligence has driven the project on target, on time and their consultants are highly skilled.

– Stuart Taylor, Group HR Director, Avarn Security

### Challenges

- End of support on existing HR system created a need for a new solution
- There is a lot of restrictive laws and regulations in the security industry, and Avarn Security needed a solution that meets the GDPR requirements
- Demand for a centralized HR-system across countries

### Why itelligence?

- Preferred partner based on an evaluation of product, project and price
- itelligence's it.ready2run pre-defined HCM solutions and methodology
- Previous successful SuccessFactors module implementations at Avarn Security
- Industry knowledge
- Presence in all Nordic countries made the cooperation easy and effective

### Benefits

- Employees can easily access their data
- A real-time overview of knowledge across the organization
- All relevant trainings have been converted to e-learning

### Solution

- SAP SuccessFactors Learning Management



17,000

users in scope

**2,5** months from project start until system was ready for use



### Improved Compliance and Quality

Avarn Security is a leading security group with operations in Norway, Sweden and Denmark. As a supplier of package solutions, their products range from security and guard services, technical security solutions, industrial and safety preparedness to cash and asset management. Avarn Security have around 17,000 employees across the Nordic countries.

A few years ago, Avarn Security was faced with end of support on their existing HR system, and they started looking for a new HR solution. Their focus was on finding a centralized HR system that could provide them with a competitive advantage within different HR areas, such as recruiting and learning.

Avarn Security also wanted the new HR system to be a part of the IT strategy to ensure a positive impact on compliance, effectiveness and quality. After researching available products on the market, Avarn Security concluded that SAP SuccessFactors was the best fit.

“We are very pleased with the results of implementing SAP SuccessFactors Learning Management. The implementation have enabled us to convert all relevant trainings to e-learning,” says Marianne Enger, HR Advisor, Avarn Security, adding: “We have moved from a situation characterized by the use of Excel sheets with no complete overview of the current situation, to a systematic and clear real-time overview of each and every employee and training in the entire organization.”

### GDPR Compliance

The fact that SuccessFactors is a GDPR compliant system, that provides employee self-service and gives the employees control over their personal data was yet another positive aspect.

“This has provided a way to ensure that the employees are compliant with both national and organizational requirements,” explains Enger.

### it.ready2run

The implementation of SuccessFactors in Avarn Security’s Norwegian division started in 2018. In order to limit the customization in the system Avarn Security decided to go for itelligence’s pre-defined HCM solution and methodology it.ready2run. The solution includes a pre-configured system and processes that Avarn Security can change to suit their needs. The benefit of this is that the configuration of the system is not based on individual needs, but on extensive HR and industry knowledge, which was seen as an advantage in finishing the project according to the plan.

Before the project started, Avarn Security prepared thoroughly in order to ensure that they were ready to adopt new processes and a new system. The focus during the project was on Avarn Security taking ownership after go live. This was done by creating a good balance between the work done by itelligence and Avarn Security. An example of this was Avarn Security’s great work to ensure that they checked for in-house resources before asking itelligence for support. The focus throughout the project was on the long-term administration and maintenance of the project which made this a great strategy.

Throughout the project, the focus was on change management and dealing with resistance for change. This was evident in the strong support given by the management and employees in Avarn Security.

It’s been a year since the last module was implemented, and it has become a great support in their daily work and many aspects of the organization.

The future cooperation between itelligence and Avarn Security will consist on assisting Avarn Security expand their business to not only sell know-how, but also training for externals. There is no doubt the implementation of SuccessFactors has had a positive impact on compliance, effectiveness, and quality as specified in the IT-strategy.



**Company:**  
Avarn Security

**Industry:**  
Security

**Products:**  
Security and cash handling solutions

**Number of employees:**  
17, 000

**Head office:**  
Oslo

**Website:**  
[www.avarnsecurity.no](http://www.avarnsecurity.no)