

Adecco

Thanks to Unit4, IT company Adecco can now generate reliable figures instantly. So now there is only one set of facts.

Overview

Over three years, Adecco's turnover had increased from around USD 251.7 million to USD 755 million. "We are not driven by either the exchange rate, or the price of oil. Our business is based solely on the number of invoiced hours. This means the whole organization has to grow with the development. Unit4's ERP system has played a decisive role in this. The management system has been designed in an educational way and is simple to adjust for new requirements. Together with good sales management, and by building up an internal culture, all parts of the business have achieved success," says Stian Nygård, Nordic Financial Director at Adecco.

Adecco is Norway's leading staffing and recruitment company, and has companies throughout the world. The company provides staffing services, mainly by hiring out personnel on an hourly basis, for short or longer projects and helps recruit permanent employees.

"Our business in Norway accounts for over 50 percent of turnover in Scandinavia. From 2003 until 2007 we have had four fantastic years of vigorous growth. We have gone from being in a challenging position to becoming the biggest staffing company and our main area of investment has remained unchanged. We would not have been able to achieve such growth without a long-term strategy – the Unit4 solution has played a central role in this.

"Adecco is noticing the responsibility that comes from being the largest staffing company. Being in a

challenging position, with annual growth up in the region of 50 percent is one thing, but being a market leader with much more moderate expectations of growth is something totally different. It means it becomes even more important than before to make the company more professional and to improve our processes. We depend on an ERP system that continues to provide us with information on where we are earning money and where we are not earning money. In this way, we will be able to get through growth and slump periods safely."





Continuously changing

In recent years, Adecco has acquired companies, merged companies and undergone much internal reorganization. “With processes like these, it is extremely important that the systems should be scalable and able to ‘fit together.’ Our Unit4 Business World solution meets these requirements, covering finance, salaries, invoicing, projects, management and a flexible reporting solution which gives us a significant competitive edge. When new framework conditions demand changes, we can change both our processes and models quickly and easily. This requires a good internal knowledge of the systems and how changes, for example, in organization or salary, can rapidly be reflected in the software. The Business World solution is extremely change-friendly and helps prevent old routines from dictating how we build our culture and preventing company growth,” Nygård believes.

Making changes is simple

“There is no point generating changes to internal business processes if the management tools do not take them into account. I know of no other ERP systems that could have provided us with the same opportunities as Unit4 Business World. We can make most of the adjustments ourselves in the solution’s user interface. For example, we only had to spend a short amount of time on system configuration when changing our reporting routines. Business World is superbly suited

to companies that know that the future will be one of change and new requirements,” Nygård stresses.

Full control over the company’s development

“Unit4’s ERP system gives us full control over the company’s development. The management information system that we have built up together with Business World takes care of this. It gives us accurate, appropriate, and well organized management information which puts our managers in a position to make the correct decisions. We find that the Business World information system gives us a significant competitive edge. Correct use of a management information system generates a culture and a common language across the organization. The specific result of this is important – a common understanding of what creates growth and earnings,” says Nygård.

Vital to continued success

“Change-friendliness is a keyword when choosing an ERP system. You need to be able to carry out changes simply and quickly so that management information is not lost during the most critical phases of company development. In this way, growth phases and slumps are treated the same. The management information we get today from Unit4 Business World is vital Adecco’s continued success in both cases.”

About Adecco

Adecco was founded in 1996 following the merger between the Swiss company ADIA and the French company Ecco. Today, it is the world's largest staffing company. Internationally, the company has over 700,000 workers placed in jobs with more than 150,000 clients. In Norway, Adecco became the largest staffing company at the end of 2005, and turnover in 2007 was USD 721.5 million. The company has over 12,000 workers placed in jobs with more than 6,000 Norwegian clients every day.



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About Unit4

Unit4 is a leading provider of enterprise applications empowering people in service organizations. With annual revenue over US \$550M and more than 4,000 employees world-wide, Unit4 delivers ERP, industry-focused and best-in-class applications. Thousands of organizations from sectors including professional services, education, public services, not-for-profit, real estate, wholesale and financial services benefit from Unit4 solutions. Unit4 is in business for people.

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