

How Can Software Help Make Urban Housing More Affordable?

For workers who make up the fabric of our society, such as teachers, firefighters, and nurses, finding affordable housing in cosmopolitan areas like Stockholm and Berlin can be a challenge. That's where Bonava AB comes in. The company builds affordable design homes that contribute to making neighborhoods more vibrant. Bonava believes that the similarities between different markets are strong enough for them to benefit from operating as a single company with a broad geographical presence and shared processes.

When Bonava was diverged from its mother company, it had six months to create a new HR operations organization from scratch. Homes are deeply personal, and preferences can differ drastically by region. Working with SAP partner Accenture, it deployed SAP® SuccessFactors® solutions. Now Bonava can manage its workforce globally, setting the foundation to share ideas and customer insights – making it easier to provide more people the home of their dreams.



“We say affordable, meaning a home that the majority of people can afford. There is a demand for homes from people with professions such as nurses, teachers, police officers, firefighters – your average person. Currently in Germany we have 70% of our portfolio in that segment.”

Joachim Hallengren, President and CEO, Bonava AB

When the residential development business within the Nordic Construction Company (NCC) became a separate company, it not only needed a new brand and name, but also a new HR infrastructure. Bonava went straight to the cloud to cement its forward-looking, consumer-focused, and international culture. Now Bonava has full transparency into its staff in every country where it operates.



Better

Business decisions



100%

Transparency of the global workforce



Stronger

Focus on leadership rather than people administration



Driving Innovation with SAP® SuccessFactors® Solutions

Bonava AB
Stockholm, Sweden
www.bonava.com

Industry

Engineering, construction,
and operations – residential
development, engineering,
and construction

Products and Services

High-design, affordable
homes

Employees

1,600

Revenue

SEK 13.5 billion
(US\$1.6 billion)

SAP® Solutions

SAP® SuccessFactors®
Employee Central and
SAP SuccessFactors
Compensation solutions
in 2017; deployment
of additional SAP
SuccessFactors solutions
planned for 2018

Residential development company Bonava worked with Accenture to implement SAP SuccessFactors solutions. Now its HR department has the edge it needs to find people and implement processes that can challenge the conventional ideas that have defined the construction industry for the last century – helping to provide people with homes they love and can afford.

Before: Challenges and Opportunities

- Establish new HR and IT infrastructure to prepare for stock-market listing and launch of the new brand
- Focus more on leadership and global talent management and less on administration
- Foster an international and consumer-driven culture

Why SAP SuccessFactors Solutions and Accenture

- Modular approach instead of buying an entire suite
- Full compliance with data privacy laws in Russia, thanks to a local data center in Russia
- Flexible and user-friendly solutions that match Bonava's mobile collaborative platform
- Strong implementation support from Accenture

After: Value-Driven Results

- Increased organizational efficiency due to 100% digitized processes
- Full transparency of workforce and organizational structures in each country
- Greater knowledge sharing and synergies between countries and regions
- High-quality HR data that allows Bonava to consistently meet stakeholders' information requirements

“Now our managers can focus on attracting, retaining, and developing the right competence to change our industry.”

Melissa Højwall, Global Learning and Development Lead, Bonava AB



SAP SuccessFactors 

Featured Partner


accenture
High performance. Delivered.

2 seconds

To generate HR reports instead of three weeks

100%

Digitized HR processes and data quality from day one

8 months

To implement global HR processes from scratch

Excellent

Feedback from managers and employees

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