

How Can the Right HR Tools Help Workers Stay Focused on Moving Products Around the Globe?

From coffee to food to fresh flowers, commercial and industrial businesses around the world rely on Gist Limited to get products where they need to be quickly, safely, and with the lightest environmental impact. Moving chilled, perishable, ambient, and hazardous products by air, sea, and land requires a large and focused global workforce – and no one should be slowed down with HR administrative tasks. To support a five-year plan for massive growth and expansion, Gist knew it was time to move its HR system to the cloud.

With SAP® SuccessFactors® solutions, Gist can keep all employee data in one central location, providing a global overview of its entire workforce and insight into each employee. New organizations, departments, and business units can be set up and staffed more quickly to satisfy customer needs – using the best talent from within and filling gaps as needed. With engaged employees that have the tools they need to get the job done right, Gist is on the fastest route to continued growth and quality customer service.



“The logistics business changes very quickly. **To remain a customer’s top choice**, you have to deliver new solutions and cover new locations right away. This means being fast to onboard an existing workforce or bring in a new one.”

Carl McIver, IT Business Manager, Gist Limited

As a global provider of supply chain solutions, Gist Limited knows that people are at the core of its success. With more than 5,000 employees in 7 countries, it needed to move from on-premise HR software to standardized, centralized, and mobile-accessible HR solutions in the cloud. Now everyone – from drivers to managers to the CEO – is equipped to get HR tasks done quickly and stay focused on what customers need.



26

Locations in 7 countries around the world



>1,000

Customers from commercial and industrial sectors



>3,000

Vehicles in the Gist fleet





Gist Limited
Basingstoke, Hampshire,
United Kingdom
www.gistworld.com

Industry
Travel and transportation –
supply chain logistics

Products and Services
Commercial and industrial
supply chain solutions

Employees
>5,000

Turnover
>€600 million

**SAP® SuccessFactors®
Solutions**
SAP® SuccessFactors®
Employee Central and
SAP SuccessFactors
Performance & Goals
solutions

Digitally Transforming HR to Keep the Focus on Customers

To meet its five-year plan for global expansion, Gist moved from its on-premise SAP ERP Human Capital Management (SAP ERP HCM) solution to SAP SuccessFactors solutions. Now, centralized data and mobile access mean better visibility into workforce needs as well as the tools to perform HR tasks quickly and get back to providing top-notch customer service.

Before: Challenges and Opportunities

- Prepare for significant increases in employee numbers and global locations over the next five years by migrating from SAP ERP HCM to SAP SuccessFactors solutions in the cloud
- Provide best-in-class HR tools from operative to CEO level without significant increases in overhead

Why SAP SuccessFactors Solutions

- Cloud-based HR solutions managed and automatically updated by SAP to support a digital HR transformation
- Integration with payroll and time administration systems
- Ability to customize for benefits, unique employee relationships, and employment lifecycle events
- Capacity to manage different performance forms and processes, meeting the needs of all operating countries
- Mobile access for a largely remote workforce, including a mobile app to manage time off

After: Value-Driven Results

- Visibility into the entire employee base as well as into individual skills and development within the company
- Faster, more informed HR decisions due to better data quality
- Greater engagement, flexibility, and ownership with self-service HR tools that are accessible 24x7
- Enhanced efficiency across the workforce, with less paperwork and increased system integration

“With SAP SuccessFactors solutions completely managed by SAP, I have no infrastructure headaches, and new features are delivered straight to us. SAP is investing in the future of our HR systems.”

Carl McIver, IT Business Manager, Gist Limited



SAP SuccessFactors 

60%

Of paper forms eliminated

20%

Improvement in meeting performance review requirements and timelines

9 of 10

Employees find the system easy to use



Watch the video to see how Gist is growing with better HR in the cloud.

© 2017 SAP SE or an SAP affiliate company. All rights reserved.

No part of this publication may be reproduced or transmitted in any form or for any purpose without the express permission of SAP SE or an SAP affiliate company.

The information contained herein may be changed without prior notice. Some software products marketed by SAP SE and its distributors contain proprietary software components of other software vendors. National product specifications may vary.

These materials are provided by SAP SE or an SAP affiliate company for informational purposes only, without representation or warranty of any kind, and SAP or its affiliated companies shall not be liable for errors or omissions with respect to the materials. The only warranties for SAP or SAP affiliate company products and services are those that are set forth in the express warranty statements accompanying such products and services, if any. Nothing herein should be construed as constituting an additional warranty.

In particular, SAP SE or its affiliated companies have no obligation to pursue any course of business outlined in this document or any related presentation, or to develop or release any functionality mentioned therein. This document, or any related presentation, and SAP SE's or its affiliated companies' strategy and possible future developments, products, and/or platform directions and functionality are all subject to change and may be changed by SAP SE or its affiliated companies at any time for any reason without notice. The information in this document is not a commitment, promise, or legal obligation to deliver any material, code, or functionality. All forward-looking statements are subject to various risks and uncertainties that could cause actual results to differ materially from expectations. Readers are cautioned not to place undue reliance on these forward-looking statements, and they should not be relied upon in making purchasing decisions.

SAP and other SAP products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of SAP SE (or an SAP affiliate company) in Germany and other countries. All other product and service names mentioned are the trademarks of their respective companies. See <http://global.sap.com/corporate-en/legal/copyright/index.epx> for additional trademark information and notices.