



# Success Story

HR<sup>2</sup>Results Case Study | Delphi®



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– Zena Brand, COO, HR<sup>2</sup>Results



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## ORGANIZATION

HR<sup>2</sup>Results

## APPLICATIONS

Cloud-based administrative reporting solutions for Human Resource Management

## TOOLS USED

Delphi

## CHALLENGES

Need to enable flexible delivery of HR management services

Increasing pressure to improve speed to market

Adaptability to changing regulatory requirements

## RESULTS

Rapid development time

Ability to customize functionality for end users

Flexibility and speed in mobile app deployment

## Introduction

HR<sup>2</sup>Results is a custom developer of human capital management (HCM) systems. Since its founding in 1989, it has been engaged in hundreds of projects for private, public, non-profit, government, and outsourcing customers ranging in size from under 100 to more than 30,000 employees. Its flagship offering is an all-in-one solution that enables applicant tracking and onboarding, human resources management, and benefits and payroll management. It also includes an extensive library of customization tools and components to address a comprehensive range of client needs, from portal and dashboard building to client and content management tools.

## Challenge

HR<sup>2</sup>Results provides administrative and reporting solutions to companies and multi-client administrators for people management. This includes human resources, talent, recruiting, contingent labor, benefits administration, and payroll processing.

These solutions require a high degree of configuration and agility to align with functional needs, business processes and policies, as well as the need to be quickly and accurately responsive to changing regulatory requirements, says Zena Brand, COO of HR<sup>2</sup>Results. “There is no ‘one size fits all’ solution in people management. In developing our core offerings, we required a software development platform that would enable us to build a toolset that would future-proof our clients’ solutions. The key was to enable rapid implementation, configuration and the

ability to quickly respond to changing business and regulatory requirements.”

She notes that while browser-based HR apps exist, they lack a number of desirable features. As a cloud-based offering, HR<sup>2</sup>Results focused on providing user-specific tools to accommodate unique users while leveraging a technology suite that is agile and responsive to clients’ present and future needs.

## Solution

To address that agility, HR<sup>2</sup>Results embedded an Architect toolkit using Embarcadero® Delphi®, enabling its end users to customize functionality, workflows, dashboards, and reports to reflect their specific needs.

With Delphi, HR<sup>2</sup>Results delivers an extensive library of personalized components, including workflow and notifications, web dashboards and employee portals, and analytical reporting, charts, metrics and graphical formats. The embedded templates and tools allow for rapid deployment by its customers.

“HR<sup>2</sup>Results was built to be agile with a range of feature-rich options,” Brand says. “With Delphi, we were able to build a robust toolkit to provide ideal form-building through web browsers.”

Delphi works like an HTML form builder allowing HR<sup>2</sup>Results to create a very user-friendly editor. “It’s a very complete tool,” Brand says.

“Delphi has been part of our development since the beginning,” says Armando Mota, Vice President of Applications. “We use

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Delphi to produce the engines we use for data entry and our dashboard. More importantly, we can easily expand the HR<sup>2</sup>Results system to add any necessary modules through our flexible, Delphi-produced engine."

This agility and speed also extends to rapid solution deployment for iPad® and other mobile options, Brand says. "Delphi gave us a great architecture and toolkit that allowed us to deliver mobile in two days!"

### **Results**

With its inherent agility, flexibility and extendibility, the HR<sup>2</sup>Results solution was designed to empower customers and their client administrators to customize or build new functionality to meet all of their requirements without extensive customizations or lengthy implementation cycles, Brand reports.

"Delphi helps us increase visibility, manage workflows and approvals across global geographies and, simply, get

things done," Brand says. "We have a very responsive solution because we built everything on Delphi. Its components, architecture and framework allow us to quickly construct flexible end user experiences. And the speed means we can show multiple templates to win new business and speed time to market."

As she notes, the heart of HR<sup>2</sup>Results' success is flexibility. "Delphi empowers that. The best part is we can pass on that same flexibility to our customers."

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