

TIMET

Location: Exton, Penn.

Industry/Market

Metals & Mining

Organization Profile:

The world's leading supplier of titanium metal products

Business Challenge:

Acquiring greater visibility into Human Resources data across a global workforce

Solution:

MindWorks implemented the SAP Human Capital Management module and Business Warehouse Analytics, and provided project team training

Key Benefits:

- Established a unified standard for all employee data worldwide
- Provided managers with a self-service HR portal
- Streamlined processes for performing routine HR tasks
- Provided real-time visibility into personnel data

SOLUTION SYNOPSIS

MindWorks led a deployment of SAP Human Capital Management (HCM) and Business Warehouse Analytics (BW) which included consulting, implementation and project team training in the first of a two-phased process. Phase II will include implementation of several additional HCM modules.

CUSTOMER BACKGROUND

Timet is the world's largest supplier of high quality titanium metal products. Titanium is a lightweight metal used by commercial and military aerospace manufacturers and the power generation, pollution control, and auto industries. Timet's aerospace customers, which include Boeing, Rolls-Royce and United Technologies use titanium for applications such as jet engine components and wing supports. Timet operates production facilities in the U.S. and Europe.

BUSINESS NEED

Timet's needs were Human Resources-related—in particular, the company sought a mechanism that could provide greater visibility into an employee base that topped 2,200 worldwide. Timet used a number of different data tracking systems at seven locations in four nations, and the organization sought enterprise-wide data standardization. Managers often experienced difficulty accessing personnel data on employees. Timet relied on non-SAP HR data tracking mechanisms (e.g., Microsoft Access and Excel for tracking payroll and performing other functions) and the company used SAP in other areas, but an SAP solution was needed in Human Resources. The company's upper management approached MindWorks to fulfill their managers' need for performing efficient employee planning, budgeting and other routine HR activities.

MINDWORKS SOLUTION

MindWorks was retained on an 18-month contract, which was divided into two phases. In Phase I, a MindWorks on-site team implemented the SAP Human Capital Management module, providing Timet with a baseline system that could track personnel administration functions for all employees worldwide. The system included benefits, learning management systems, payroll for both U.S. and U.K. employees, time management and travel/expense functions. Rounding out Phase I, MindWorks implemented organizational management, personnel administration, manager self-service and Business Warehouse reporting capabilities. In Phase II, MindWorks will roll out additional HCM modules to support processes in four countries.

BENEFITS OF THE SOLUTION

By partnering with MindWorks, Timet was able to rely upon the skills and expertise of a veteran SAP consultancy to provide a smooth implementation process which included comprehensive consulting and project team training. With the SAP HCM module in place, Timet met the following goals:

- Established a unified standard around the world for all employee data
- Provided management with real-time visibility into all personnel data through BW analytics
- Provided managers with a streamlined process for performing tasks such as Personal Time Off (PTO), jury duty approvals and other HR functions
- Gave managers access to a self-service portal for authorizations, and to perform other personnel functions

Phase II began in January 2006.



MindWorks

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Proven Business Results

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ABOUT MINDWORKS, INC.

MindWorks is a leader in providing SAP solutions to many of the world's best-known companies, focusing exclusively on SAP consulting, software and training. Due to MindWorks' depth of SAP experience, clients look to us as a trusted advisor and partner that can maximize ROI and reduce TCO from their SAP systems. Since MindWorks' inception in 1996, we have worked exclusively in the SAP market, and will continue to focus our expertise in this area.

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