

# ALiant Bank

Experiences Rapid Cost Savings with UltiPro Workplace



## Company Profile:

ALiant Bank is a \$1.3 billion financial services firm with a footprint that covers central Alabama, including the greater Montgomery and Birmingham markets.

In addition to offering a full range of banking products and services, ALiant bases its organization upon state-of-the-art technology, a highly capable systems architecture, as well as a lean and effective operation base.

Founded in 1900, the bank's core values include crisp decision-making, accountability for results, diversity in its workforce, and the highest levels of customer service.

## The Challenges:

Before UltiPro, ALiant Bank was primarily relying on spreadsheets and paper-based processes for its human capital management (HCM) as well as using a service bureau for its payroll processing.

The bank wanted to find a comprehensive, end-to-end HCM solution that would connect business intelligence with HR management.

## The Solution:

With a quick activation of UltiPro in 2010, ALiant Bank is now experiencing a wide range of hard- and soft-cost returns across its business.

Greg Hill, corporate HR director for ALiant Bank, managed the selection process for the company's new HCM and has identified immediate advantages with UltiPro, including rapid business value, improved accuracy, and a range of cost savings.

"Before I joined ALiant, I used an ERP, which proved to be a major disappointment. The implementation was long, sloppy, and difficult. Processes were lumbering, and upgrades were hard. The support was not at the level we expected. Comparing the quick activation of UltiPro with an ERP is like day and night," said Hill.

"Our activation was perfect and rapid. Ultimate's service has been excellent. And UltiPro is functionally superior to the ERP that I used. We now have one easy-to-manage solution that seamlessly provides us accountability, visibility, and control."

**Ultimate**  
SOFTWARE  
People first.

## The Customer

ALiant Bank

## Industry

Financial Services

## Number of Employees

300

## Key Benefits

- Cut costs by an estimated \$70,000 to \$100,000 annually
- Aligned HCM with the bank's branding and messaging
- Made quantifiable and qualitative improvements to HR, payroll, time management, and recruitment

Hill's goals with UltiPro included achieving rapid time-to-value and not incurring tremendous costs. Hill is very excited that UltiPro will immediately start adding to the bank's bottom line.

"Based on the changes we have already made with UltiPro, we are saving an estimated \$70,000 annually. When we build in soft-cost savings—such as the time, effort, and resources related to employee spend as well as HR's not having to fumble through multiple, disparate systems—we anticipate this number to total more than \$100,000 per year," said Hill.

"Workforce reporting and compliance is easier and faster, employee time keeping is better, and this is just the tip of the iceberg for our organization. With UltiPro, we now can think about all the opportunities we have to drive a higher level of productivity across our business. It's been a pretty dramatic transformation."

By moving to UltiPro for its HCM processes, Hill states that the operations, strategic contributions, and even the internal reputation of his department have improved.

"We're really being proactive and improving the quality of what we do. We frequently get positive comments about UltiPro from our managers like 'we love it,' and 'our Web site for recruitment now looks so clean and professional,'" said Hill.

"Not only has the solution saved our organization money, but it's also helping my team function with optimal efficiency. UltiPro makes us look good."

By migrating from a service bureau to UltiPro for payroll, benefits, HR, recruitment, and time management, ALIANT Bank has been able to make many quantifiable improvements, such as reducing its administrative team by two positions, significantly accelerating time-to-hire and onboarding, and decreasing employee calls to HR from an average of 30 per week to only a few calls per week.

As ALIANT Bank rolls out UltiPro's features for performance management, Hill is enthusiastic about expanding the qualitative advantages of UltiPro, such as linking workplace performance to business value.

"Efficient, cost-effective HCM has become crucial for most businesses. I am convinced that HR professionals cannot make a meaningful impact to the organization they serve without having the right HCM functionality and business intelligence tools in place," said Hill.

"UltiPro is helping us identify opportunities to grow and enhance our existing talent management initiatives as well as develop new programs that will attract and retain the best possible workforce to serve our customers."



"With UltiPro, we are saving an estimated \$70,000 annually. When we build in soft-cost savings, we anticipate this number to total more than \$100,000 per year."

Greg Hill  
Corporate HR Director  
ALIANT Bank

CALL US: 1.800.432.1729  
[www.ultimatesoftware.com](http://www.ultimatesoftware.com)