"MHR has helped us to save both time and money, benefitting us as an organisation."

MHR supports Henry Boot's digital transformation project.

Customer:
Henry Boot plc

Number of employees:
700

Sector:
Construction

Solution supplied:
iTrent strategic review
and implementation
of wellbeing tools

About Henry Boot plc

Henry Boot plc is one of the UK's leading property and construction companies, established for more than 130 years.

To support their 'One Henry Boot' transformation project, MHR's strategic services team and product design team met with Henry Boot to see where processes could be improved in order to drive efficiencies.

Henry Boot is an early adopter organisation and is always happy to trial new software. The strategic review was the perfect time to evaluate its current systems.

What they were looking for

Following MHR's review, Henry Boot became one of the first customers to trial the Total Rewards Statement module to increase awareness around the value of benefits employees receive as part of their contract.

The organisation also wanted to transfer more activity to Employee Self-Service (ESS). Relaunching this created an opportunity to improve transparency and flexibility for employees, allowing them to have more control over their transactional tasks in order to feel more engagement with the organisation.

The relaunch also included implementing Manager Self-Service (MSS) to devolve more decision making to line managers.

> **"**We are extremely pleased with their input into our transformational project and will continue to work with MHR on our new releases to influence future development.**"**
>
> **Rachel White**
> Head of HR
> Henry Boot plc

Results and benefits

Overall, Henry Boot expect to make significant cost savings due to the reduction in manual admin time. They have reduced the volume of paper documents produced by the team, the number of days taken to produce contracts and deal with the administration of new employees.

"We are keen to develop the software to suit our requirements and our business. By fostering the links we have built with MHR it gives us the opportunity to influence development and implementation which suits us."
– Rachel White, Head of HR

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Challenge

Henry Boot were looking for a solution that could:

- Improve transparency and flexibility for employees
- Provide greater control over transactional tasks
- Free resource for the 'One Henry Boot' transformational project
- Save time on admin
- Improve automation to reduce manual tasks

"We understand the importance of extra time with family, or a bit of extra money when it's needed. The iTrent package offered a solution that is completely flexible for the different needs of their people rather than a one size fits all."
– Rachel White, Head of HR

Henry Boot has already seen a number of benefits. There has been a reduction in the amount of queries Henry Boot's HR team has to answer, freeing up time for more vital tasks such as recruitment and employee relations.

Solution

Improving Henry Boot's procedures through better implementation of employee self-service and the automation of tasks has led to streamlined processes for holiday, payroll, leavers and pensions.

By improving ESS and adding MSS into the process, Henry Boot's employees can benefit from smoother communication and better transparency across departments, improving overall engagement across the organisation.

"MHR were there to help and offer knowledgeable expertise throughout the process, helping to train our own employees in-house to use the system and answer any queries. The feedback we have received from our people has been really encouraging and it has been great to see the changes having such a positive impact." – Rachel White, Head of HR

Henry Boot has reduced the quantity of paperwork produced by the team.

They have reduced the number of days taken to produce contracts and deal with the administration of new employees.

There has been a significant reduction in errors as employees are responsible for their own data.