

Blount: Propelling Continuous Improvement with SAP® SuccessFactors® Talent Solutions

High-end OEMs of lawn, agricultural, and concrete-cutting machinery need quality parts to build exceptional products and strengthen brand affinity. Tractors, lawn mowers, and saws are just some of the products that use innovative parts manufactured by Blount International. Started as a family business, Blount is now a global, publicly traded company that has grown largely through acquisition. Yet, with decentralized data and processes, Blount needed a global HR solution to help it achieve its aggressive strategic goals.

Since selecting SAP® SuccessFactors® solutions, Blount has deployed nearly every module available with SAP SuccessFactors Talent solutions. Embraced by employees, the solutions are largely self-service, thereby eliminating many transactional requests and empowering the HR team to focus more time on strategic contributions to the company. The result is a more robust Blount that can continue to grow and deliver the very best parts to customers.



Picture Credit | Blount International Inc., Portland, Oregon | Used with permission.

Blount attracts, develops, and retains key performers

Company

Blount International Inc.

Headquarters

Portland, Oregon

Industry

Industrial machinery and components

Products and Services

Chainsaws, lawn mower blades, auto parts, tractor parts, and concrete-cutting blades

Employees

4,400

Revenue

US\$944.8 million

Web Site

www.blount.com

Partner

Whitaker-Taylor

www.whitakertaylor.com

Objectives

- Establish centralized HR processes and standardized HR data across all global regions
- Easily integrate HR data from acquired companies to provide timely insight into the entire organization
- Implement self-service HR reporting to support the corporate imperative of increasing organizational performance

Why SAP® SuccessFactors® solutions

- Simple, rapid deployment of a best-in-class cloud HR information system (HRIS)
- User-friendly, intuitive interface that is accessible to employees at all levels
- Ability to localize systems with translated content

Resolution

- Deployed the SAP® SuccessFactors® Performance & Goals, SAP SuccessFactors Succession & Development, SAP SuccessFactors Compensation, SAP SuccessFactors Recruiting, and SAP SuccessFactors Onboarding solutions
- Replaced many paper-based processes with more-efficient electronic workflows
- Automated audit trails and reporting

Future plans

Roll out the SAP SuccessFactors Learning and SAP SuccessFactors Recruiting Marketing solutions

Engaged

Executives and production workers

Localized

Content across regions

Sustainable

Global solution to support company-wide growth

“Increasing organizational performance is key. So we need to attract, develop, and retain key performers. We knew the right HRIS would be critical. With SAP SuccessFactors solutions, we have one system to track our objectives and team engagement, which has been a tremendous asset to our company.”

Andrea Panasewich, Senior HRIS Analyst, Blount International Inc.

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