

## Powering a leading energy solution provider with a HiBob implementation

**AVK is a leader in the energy industry**, focused on critical energy installations. As a progressive company with 219 employees, AVK want to provide as effective and efficient an experience to their employees as they do their customers. However, after a few too many missing capabilities left their managers overwhelmed with manual tasks and their data unreliable, the people team at AVK knew they needed to change tools. After exploring their options, they decided HiBob's capabilities best suited their growing needs.

### The challenge

AVK decided to change supplier part-way through their existing contract because they'd been struggling with their provider and couldn't see a way to make the software they had in place fit for purpose.

There had been other issues, but a deep dive into their existing holiday booking capabilities revealed a tangled web of manual processes and missing or incorrect data. There were an increasing number of admin duties and reporting had become overwhelming.

For a business looking to make more impactful people decisions, the data problem this presented couldn't be overlooked. This is what triggered the people team to search for their new HRIS.

### AT A GLANCE

**Headcount:** 219 employees

**Industry:** Production

**Scope:** HR Growth & Talent

**Service:** Implementation

**Software Solution:**  HiBob



I loved working with Laura and the AVK team. Laura turned up to our calls with high levels of energy and engagement which made working with her a genuine joy. It was rewarding to see her confidence with the system grow and I feel confident that Bob is the perfect fit for AVK.

**Holly Gates**

HRIS Consultant, Silver Cloud

### Bob Implementation Process

Kick off & data mapping	System settings & permissions	Time off enablement	Operation & flows	Reporting & docs	Additional modules	Pre launch	Go live!
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\*Accredited HiBob implementation methodology variable depending on whether you qualify for Growth, Advantage or Enterprise plan.

## The solution

HiBob brought in Silver Cloud as the implementation partner to get AVK set up and ready to roll out their new HR system. As a HiBob partner, our team has both the technical and interpersonal skills needed to make an implementation smooth and effective.

We helped AVK transform their data and set it up so that it would be accurate and useful going forward. They especially appreciated the way our [HiBob Implementation Practice](#) were able to give them a really structured implementation.

Laura Fierderle, the HR Administrator leading the change from AVK's side enjoyed being able to check off tasks related to the implementation and having free reign to ask our team whatever questions were needed.



Say hi! to our HiBob Implementation Practice, where our Bob implementation consultants and aficionados are on hand to help you maximise the many benefits of the Bob HCM.



One of the easiest implementations I've ever experienced. I love Holly and the team; you've made it so easy – I actually look forward to our regular calls!

**Laura Fierderle**  
People Coordinator, AVK

The AVK team have already seen improvements with the new system in place as well. Not only has moving to HiBob solved their data problems, but they've also seen massive growth in engagement and more effective global communications.

## The future

Now that the core software is in place, AVK are set to keep evolving their people team's tech stack with more modules from HiBob. Next in place will be the Talent & Your Voice modules, to help them achieve their headcount growth goals and deliver a better hiring experience. We're happy to say that Silver Cloud is working with them once again on that part of the project. And the AVK team are already exploring the new capabilities this will give them, excited to hit the ground running when it's finished.



# Want to see how Bob can transform your organisation?

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