

CASE STUDY:

Energy Cooperative Handles 3x Growth in 3rd-Party Vendors by Migrating to the Oracle Cloud



The Client

A generation and transmission cooperative that provides reliable, affordable electricity to member co-ops who then distribute power to roughly 400,000 customers.

The client owns a diverse portfolio of base load and peaking facilities that are outfitted with best-in-class environmental controls. Additionally, the client was engaged in researching and investing in economically-sound sources of renewable power to lower environmental impacts.

Drivestream worked with this client to create a cutting-edge Human Resource and Talent Acquisition ecosystem. Drivestream provided crucial support to the client during a critical, complex, and time-sensitive merger of a key power plant facility. The implementation was unique as the existing legal entities were transitioning from a paper-based process while the power plant's operating company was transitioning from PeopleSoft to Cloud.

Industry Energy and Utility

Location North America

Cloud Implementation Highlights

- ✓ Aligned implementation strategy and execution to aggressive cardinal merger requirements, ensuring a seamless transition for the client and its partners in the cooperative.
- ✓ Employed best-in-class change management techniques to manage a 5x increase in headcount post-merger, resulting in exceptional levels of user adoption.
- ✓ Factored in varied pay cycles and Benefits & Absence policies across multiple legal entities to deliver a payroll-ready application on Day 1 of the merger.
- ✓ Dealt with a 3x rise in third parties by executing a first-of-its-kind Time, Absence, and Payroll integration that ensured accurate transfer of data between the multiple applications involved.
- ✓ Improved end-to-end process efficiency by reducing, and in some cases eliminating manual processing of data, especially for reporting needs.
- ✓ Converted 100% of historical data to the cloud.
- ✓ Provided a consistent user experience across multiple legal entities with a focus on design and process standardization.