



Overview

Country: United Kingdom
Industry: Communication

Customer Profile

FREEDOM4 is a pioneer in WiMAX technology. The FREEDOM4 team actively participates in all global industry forums and is recognised as a leading force in establishing the WiMAX standards worldwide.

Business Situation

With an exciting new technology under their belt, Freedom4 knew that they would grow rapidly and would need to act now if they were to mitigate the normal problems associated with accelerated growth

Solution

A SharePoint solution was delivered by Adepteq which allows HR traffic to be routed via custom workflows. SharePoint is an ideal intranet platform as it allows the organisation to implement new areas and solutions very quickly to respond to the needs of the business.

SharePoint will also reduce the load on email servers and enable users to find information quickly, much easier in fact than hidden in the complex directory structures often encountered on most companies shared drives.



As a Microsoft Gold Partner with many years experience delivering innovative solutions to both public and private sector clients, Adepteq are the perfect partner to design and deliver any solution based on a Microsoft Platform.

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“Our Microsoft SharePoint solution from Adepteq allows us to focus on running our business. Our automated HR processes will allow us to grow much more efficiently”

Brendan o-Rourke, Managing Director

FREEDOM4 addresses the growing problem of absence management with an HR solution based on SharePoint

Freedom4 is a joint venture between Freedom4 PLC and Intel Capital (The Intel Corporation's technology investment fund). Intel is a global technology giant and is one of the key investors in the WiMAX technology and has committed and continues to commit billions of dollars in investment. There are two types of WiMAX technology, fixed (i.e. the signal is received at a static receiver typically within your home or place of business) and mobile WiMAX.

It makes personal broadband available to both businesses and consumers at affordable prices. WiMAX provides fixed, nomadic, portable, and eventually mobile wireless broadband connectivity without the need for direct line-of-sight to a base station.

The amount of time and effort required to manage something as simple as new starter inductions, holiday requests and sickness reporting can be crippling for a business experiencing accelerated growth. Often the original processes were not designed to scale and would require an HR department twice the size of the sales team - not a good situation to be in. Freedom4 bypassed these problems by engaging Adepteq to design scalable HR processes and implement a SharePoint solution to deliver them. With the custom workflows in place far less time is now spent on HR management, reducing costs and making the whole company more efficient.

Staff inductions now take place almost entirely online with electronic user acceptance, holiday requests are created in SharePoint and the workflow solution ensures that it is routed to the appropriate manager for approval before ending up in the HR department. The solution also allows managers to easily capture sickness absence which is then routed to the HR department.

As with all SharePoint solutions, the platform now in place will enable other areas of the business to be improved, particularly where staff need to collaborate towards a common goal such as Project Management, HR, Finance & Sales Process Automation.

Solution Details

The Freedom4 solution is based upon MOSS 2007 with all information stored in SQL Server. Microsoft SharePoint was selected as the platform because functionality can be changed quickly and without the need for expensive development costs. SharePoint improves collaboration and communication within teams and departments through the use of virtual workspaces which are as easy to use as browsing the web.