

adrenalin® : Success Story

"Phenomenal benefits which I wouldn't have believed when someone presented on proposal"

- Arun Jain, CEO, Polaris Software Labs

Extending a Competitive Stance

Polaris wanted a reliable competitive edge to maintain its reputation for quality and customer service. It sought an employee-centric tool to align large numbers of people and knowledge resources real-time, empower intelligent decision making, fuel productivity and ultimately redefine customer service.

What added complexity to the challenge was that Polaris had a wide geographic spread of operations with varying local policies and conventions. Often, disparate project teams worked across time zones on shared tasks. The costs involved in communication and managing these teams was considerable. An effective and cost-saving means of **collaboratively managing tasks and projects** to streamline and optimize performance both at the individual and group levels was imperative.

This platform would enable Polaris to develop solutions in a **better, faster** and more **co-coordinated manner** leading to **direct savings in time and cost** and to delivery of output that was at consistently **high levels of quality**.

Adrenalin was developed to solve these issues for Polaris and thus formed the genesis of Empower Works. On evaluating the immense benefits they were able to achieve in a very short time, Polaris realized the commercial benefits of such a product and spun-off Empower Works as a separate company with its focus being on people management software.

The Adrenalin Advantage

Adrenalin was an ideal choice for Polaris Software Labs, providing them with a **robust, secure enterprise application** that was easily customized to Polaris' specific needs and available to all 22 locations worldwide over the Internet and intranet. It provided users with anywhere, anytime access to a communications and collaboration system coupled with eHR, self-service, employee-alignment and performance management modules.

Adrenalin provided Polaris with a **scalable and flexible** application to match the contingent nature of their industry. **Reduced user training** due to a easy-to-use, easy-to-learn architecture ensured new recruits could be inducted and **become productive quickly**. It also provided secure access to a number of other legacy applications hosted on various platforms as a common point for all transactions and information on this portal.

Adrenalin Gives Polaris The Power of Precision

- Provides all its knowledge-specialist employees, a scalable, collaborative platform and integrated communications with anywhere, anytime, secure access
- Enables a strong focus on core customer value-adding processes allowing all employees to operate without barriers, more efficiently and with increased speed.
- Facilitates a transactional and knowledge repository in a retrievable format.
- Enables role based self-service and utilization of technology leading to secure, selective access and dissemination of information at the single point entry.
- Provides a tremendous Return On Technology Infrastructure (ROTI) via direct savings in time and cost and ensuring consistently high levels of productivity at the individual and group level. This in turn directly translates into optimal performance levels for the organization as a whole with maximum returns on investment.
- Time spent on administrative jobs - slashed by 80%
- Employee costs - saving of 20%
- Processing costs - cut by 90%
- Communication spends - down by 50%
- ROTI (Return On Technology Infrastructure) - 400% in the first year

Polaris has received considerable strategic, operational and tactical benefits from extending Adrenalin enterprise-wide. The ROI on Adrenalin and its integration with other applications has paid rich dividends since implementation. These benefits have been passed on to their end customers reinforcing a reputation for reliability, quality and world-class technology products and services.

Proof that investing in the right corporate performance product pays back real-time.

Polaris Software Labs
A global software product & solutions provider. It has **grown over 100% each year** since inception and in 2002 was ranked by **FORBES** among the **Best Small Companies in The World**.

Geographic presence and a foundation of human, intellectual, and financial assets allow them to offer high-quality products.

Industry: IT Products And Services

Geography: International across 17 offices

Employees: 4200+

Deployment Summary:
Available on the Internet to all employees in Polaris across 17 offices worldwide.

Hosted on the Intranet, accessed through the portal and integrated with other enterprise applications.

Adrenalin Applications:

- eHR portal integration with filing cabinet system & Bulletin board
- Manager & Employee Self-Service
- Training and Development System
- Corporate Asset Management
- Time & Attendance
- Offline functionality
- Graphic drag & drop reorganizer tool
- MIS reports & Query tool
- News feed and Content
- Employee Joining System
- Personal Profiler
- People – Locator
- Virtual Library