



InterGen Maximizes Their People Investment



InterGen, a leading energy company, is continually evaluating how they can serve their global team of talented people. With over 300 employees operating in 4 countries on 3 continents, it is an ongoing effort to keep people aligned, motivated, and rewarded. InterGen strives to meet their goals through their core values of safety, integrity, teamwork, entrepreneurship, and community. One way they stay true to these values is by leveraging the right tools and technology. Before partnering with FlyCloud, InterGen was happy with the tools they had in place, but they knew they could be doing more to help their employees.

Embarking on a Technology Transformation

In the next phase of their Human Capital Management (HCM) and broader technology implementation, they needed a trusted partner that would guide them down the right path for further optimization, not an order-taker consultant. “Since we were an early customer of Workday, number 98, we relied on FlyCloud’s strategic consulting approach to extend the value of our technology investments,” says Nick Thurlow, VP of HR and public affairs at InterGen. Not only were they ready for the next step to elevate their talent practices, they were also assessing other applications that could augment the current tools they were providing for their people. It was time to evaluate the decisions they made in the early days of implementation to address this next stage in their growth.

Thurlow continues, “FlyCloud’s approach to HR transformation and configuration design processes are practical, unlike many other consulting firms. They take time getting to know your business and bring so much more strategic value to the table.” InterGen had been down a path where they didn’t configure to scale. Addressing that was important.

“If you need HR and IT horsepower, go with FlyCloud. The broader design thinking and best-in-class tools to support the business has been a game changer for us.”

Nick Thurlow
VP of HR and Public Affairs
InterGen

InterGen at a Glance

- Global energy company
- 300+ employees in 4 countries on 3 continents
- Headquartered in Burlington, MA
- Privately held

The FlyCloud Difference

- Maximizing the value of InterGen’s Workday investment
- Credible technical assessment of InterGen’s environment
- Understanding and prioritizing future needs
- Competitive edge due to high-quality work
- Broader IT expertise beyond just HR Systems

It was a good exercise to challenge some of their previous decisions. This approach ultimately led to how our processes and tools best support our people for the business in the future.

Empowering a People-Centric Company

InterGen actively nurtures a culture of empowerment and accountability so their employees can thrive personally and professionally. “We really encourage entrepreneurship, asking that our people utilize intelligence, intuition, and information to promote innovation, increase speed to market, and create value,” says Thurlow. In order for employees to focus on entrepreneurship, they need to have the right tools. “Generally, with business processes, systems don’t break, people usually break the systems.” The needs of the company were growing.

Prioritization and Scalability Matter

InterGen has faced many divestitures and acquisitions since its founding in 1995. Their technology investments needed to continue to align with their business needs. Also, proper assessment and prioritization of the rollout of new applications with what employees needed at varying stages of growth was crucial. Thurlow says, “No one has reinvented the wheel when it comes to HR and IT transformation. Although, FlyCloud’s simple and scalable approach at InterGen put us on the right path to growth.”

Executing on a Promise

With a mission to be the world’s leading energy company, InterGen wants to ensure they are always evaluating better ways to operate. “Mistake avoidance is as important as success,” say Thurlow. His advice to anyone on the technology transformation journey is to choose a partner who will challenge your decisions, has proven experience with the technology, and who takes the time to understand your business. Thurlow continues, “FlyCloud’s Team has been more than a partner to us. They have given us a competitive edge. They are trusted like an extended member of our team.”

The future is bright and InterGen feels prepared. Their HRIS has high visibility. Alerts, notifications, and dashboards are optimally driving the behavior of other applications and systems. They continue to assess if the tools are supporting their team’s needs and if the technology infrastructure is set up simply and fluid with their evolving business structure. “Now we are able to shift our technology decisions at the pace of our business for our employees around the world,” says Thurlow.

FlyCloud continually challenges us in an honest and transparent way. They think beyond the technology to ensure we are getting the most value out of our investments.”

Nick Thurlow
VP of HR and Public Affairs
InterGen

About InterGen

InterGen is a global power generation and development company with presence in four countries on four continents. InterGen owns more than 3,200 megawatts of electric generating capacity in five advanced technology projects and one under construction. These facilities are located in the UK and Australia. Our operating facilities generate enough electric power to run millions of homes and businesses. Most importantly, we generate this power for communities in ways that are environmentally and social responsible. InterGen is jointly owned by the Ontario Teachers’ Pension Plan and China Huaneng Group/Guangdong Yudean Group. www.intergen.com

About FlyCloud

FlyCloud is focused on helping companies maximize their technology investments. Founded in 2014, FlyCloud specializes in delivering customer-centric advisory solutions including implementation and integration services for human capital management, financial management, workforce and IT service solutions. Companies ranging from small to the Fortune 500 have selected FlyCloud to help shape the culture and character of their organizations. www.flycloudtech.com