

Stanwell Corporation

Challenge

Stanwell Corporation is a renowned energy provider supplying large commercial and industrial customers in Queensland, New South Wales, the Australian Capital Territory and Victoria. In a year, Stanwell generates over 4,000 megawatts of energy through its gas, coal and hydro power stations. The corporation's People and Culture teams are constantly recruiting top talent – while staying aligned to its brand promise of producing energy that's reliable, affordable and sustainable.

Stanwell's previous systems were challenging. "We were basically working off spreadsheets and a filing system, so there were a lot of inefficiencies with no single source of data. Our systems were very costly and non-integrated and they didn't cater for cross-team collaboration or allow one experience for candidates and our in-house teams," said Peter Johnston, Manager - People and Culture Services. "We were looking for a talent management system that could consolidate all of our capabilities to allow our People and Culture teams to work as one. We also wanted to increase employee engagement through a unified talent management strategy," he said.

Focus

Johnston and his team identified that they needed a consolidated human capital management strategy – one that included a robust talent management framework. Empowering hiring managers, recruiters and leadership teams with one system for job advertisements and candidate relationship management right through to onboarding, learning and succession was a key focus.



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Solution

After reviewing other talent management solutions in the market, the Stanwell team selected PageUp. Initially, the team implemented PageUp Recruitment – and later added the full PageUp talent management suite including PageUp Onboarding, Learning, Performance, Analytics and Succession modules. “We extended out to the full PageUp talent management suite based on the satisfaction we experienced with PageUp Recruitment. We were definitely looking to incorporate a number of functions due to our disparate old systems, spreadsheets and databases. After looking at other products in the market, we decided that PageUp was the best solution for us,” said Johnston.

The Stanwell team now enjoys the powerful and seamlessly integrated functionality of PageUp Recruitment, Onboarding, Learning, Performance, Analytics and Succession modules. “The integration of all PageUp modules has made a real difference to the overall People and Culture function of the organisation,” said Johnston. Working from one system is a welcome change. When the team was working across multiple systems, decisions were made that were incompatible with other People and Culture functions. “We’re now able to be more collaborative and we consult each other prior to any decision-making. PageUp has given my team full visibility of each People and Culture process, which is something we were unable to do before,” he said.

Another great benefit for the team is the ROI they’re seeing post-implementation. Costly old systems have now been decommissioned and they have eliminated manual spreadsheets and databases. “With PageUp, all of those processes have been integrated,” said Johnston.

Hiring managers and recruiters are delighted with PageUp. They are now empowered to utilise analytics dashboards and full reporting functionality; and as a result, have noticed greater efficiencies in their daily workflows. “There was a lot of work upfront to define our capabilities and these formed a lot of the foundations of what we do in talent management,” he said.

Johnston feels that each of the PageUp modules has brought the entire Stanwell team together. Senior managers have the ability to self-serve and review candidate resumes – while leadership teams can look at their full bench strength and identify development plans for succession roles. “There is a pipeline of talent coming through, enabling us to place people in hard-to-fill roles,” he said.

Working with PageUp team is a two-pronged approach for Johnston and his team: it’s both proactive and reactive. “PageUp is always checking in with us and we are kept updated with regular newsletters and informed about new functionality,” says Johnston.

The Stanwell team feel comfortable reaching out to their dedicated PageUp team for assistance. “Knowing that support structure is in place means we can raise any issues and know they will be resolved within appropriate timeframes,” said Johnston.