



Unifying HR administration on a single platform with ADP Workforce Now®

Connie Stahnke, vice president of HR at Duinick Companies, a 90-year-old, family-owned business comprised of a number of industries, from paving and construction to golf courses, resorts, pipe manufacturing and food manufacturing, spoke with us about the challenges of managing HR administration for a growing, diversified company on many legacy systems. Read her interview below.

Business challenges

ADP: What are some of the business challenges Duinick Companies is facing?

Stahnke: We are dealing with several human resource challenges because all of our companies are very diverse. We work in a number of different markets and we need to hire people from all different skill levels because our industries run the gamut from construction, to resorts, to campgrounds to manufacturing. So, as you can imagine, we have very challenging human resources needs.

ADP: What about the systems you have in place?

Stahnke: We have a number of disparate legacy systems running in each of our entities. It's very cumbersome and complicated to gather data. We're not able to aggregate and consolidate the data. It takes a lot of extra time to complete tasks such as gathering analytics, conducting audits and performing benefits administration. We needed to move all of our companies to a common platform to address these challenges and to make things easier.

Connie Stahnke
Vice President of HR



Quick facts

-  **Company:** Duinick Companies
-  **Headquarters:** Prinsburg, Minnesota
-  **Industry:** Numerous, including paving, construction, golf courses, resorts, pipe manufacturing and food manufacturing
-  **Employees:** 1,500
-  **Product:** ADP Workforce Now®

Learn more about Duinick Companies
at duinickcompanies.com



Always Designing
for People™

ADP: How have all these different systems affected your HR function?

Stahnke: We were spending enormous amounts of time on systems that required a 12-step process, when I knew that, with a more modern platform and technology, we could perform some of these tasks in only one or two steps. So much of our data entry was labor-intensive and redundant across platforms, rather than being automated. We really needed to devote more time in our organizations to value added services — such as developing talent — rather than routine data entry processes.

Business solutions

ADP: What are the benefits of using ADP Workforce Now?

Stahnke: Having a common platform is fantastic because it saves me a tremendous amount of time. In my role, I need to roll up data to present information to the ownership group and to help me with developing strategies for where Duinink Companies is headed. A common platform provides the ability to access data quickly and easily, so we can rapidly respond to changes in the market and not get left behind. There also is a tremendous cost associated with having to pay for the unique systems in all of our entities. We've found it's much more economical and efficient to have a shared platform.

ADP: How is ADP helping you to manage the migration to a single platform for all your companies?

Stahnke: One thing I like about ADP is that we work together in phases. We have to bring these individual companies onto the common platform one step at a time and we need to be careful how we manage change within each company. ADP is able to help every step of the way.

I recently migrated five companies onto ADP Workforce Now and the ease of implementation with the ADP team was incredible. They were always asking me what I wanted and how I wanted it to look. What I wanted the user experience to be like. They were very sensitive to the fact that we had HR practitioners that had never been on a modern system and they were very patient.

I also knew that I could count on ADP to support these users and elevate their comfort levels through the training they needed to move to the new platform. I knew the employees would be totally comfortable with the new system because of the well thought out, easy-to-use training that is embedded within the platform. That's another of the main reasons that I went with ADP. Without that training, it would have been extremely difficult for these people to manage that change. I believe the training was instrumental to our success.

ADP: Relieved of labor-intensive tasks, what is your HR staff able to focus on now?

Stahnke: Because of all the system efficiencies we've realized, our HR practitioners are able to spend more time on strategic planning, which is critical. We need to be looking ahead and planning. We need to strategically figure out where we are headed with all of these different entities. In the past, we were not able to spend time on that even though we knew we needed to.

Having a common platform is fantastic because it saves me a tremendous amount of time.

Connie Stahnke
Vice President of HR

We are currently using the talent module in one of our entities. We're really impressed with how it's working, how well it integrates with the payroll and benefits modules. It has really helped improve our onboarding and the look and feel of our recruitment website is state of the art. We are looking forward to rolling that out further in the near future.

ADP: What would you tell a peer who is considering a partnership with ADP?

Stahnke: If you are looking at a human resources platform, you need to look at ADP. They are the trusted partner that I have chosen because their payroll piece is perfect. I don't want to have to worry about that in HR. I want that to be routine and automated. ADP's security is flawless. All the other modules put the icing on the cake! ADP is truly awesome.

If you are looking at a human resources platform, you need to look at ADP. They are the trusted partner that I have chosen because their payroll piece is perfect.

Connie Stahnke
Vice President of HR



Always Designing
for People™