

Workday Enables ForFarmers' HR Department to Drive Efficiency and Productivity Gains

ForFarmers Selects Workday to Help Support its People Practices

Challenges

ForFarmers' goal was to ensure total accuracy in reporting its HR-related figures. It aimed to achieve this by using a single solution that guaranteed one version of the truth across all its operations, enabling it to deliver the consistency of information required to underpin well-informed decision-making.

“

Workday has helped us change from an administrative HR department into a much more business-supportive resource with HR business partners.”

Arjan De Grijs

HR Director a.i., ForFarmers

Why Workday

Cultural Fit and a Partnership Approach

Having already seen the benefits of Workday in a previous company, ForFarmers' HR Director a.i. appreciates how it was built from scratch as an integrated HR system unlike other solutions that offer add-on modules for payroll or benefits. Workday provides a real platform for future growth, allowing ForFarmers to virtually 'plug and play' when making an acquisition. Being able to implement the technology in all markets in which the company operates in less than four months was testament to the strength of the working relationship.

Arjan De Grijs, HR Director a.i at ForFarmers says: “Workday understands the cultural differences within a growing international company, appreciating that things work differently in different countries. That's very powerful.”

“Another unique selling point is the Workday community, which provides vast amounts of information on the platform to make even better use of your system. Cultural alignment is extremely important – they work closely with us as partners and there is a very real human factor in all they do.”



Overview

- European market leader in total feed solutions for livestock farming, helping customers serve society for generations to come in a sustainable way
- 35 facilities across five countries, with 2,600 employees serving 26,000+ customers
- Quoted on the Euronext Amsterdam stock exchange, ForFarmers achieved 2019 revenues of almost €2.5 billion

Benefits

ForFarmers' mission is standing side-by-side with its customers to assure them of heightened efficiency, healthier livestock and sustainably better returns.

What defines the people that work at ForFarmers, is the ambition to serve customers better every time. This means that ForFarmers focuses on employing and developing the best people in the industry and creating an organisation that always strives for the next level of performance.

By selecting Workday, ForFarmers ensures its HR professionals have access to the same data, resources and solutions, enabling heightened effectiveness across all countries and sites.

- Supporting HR practices across international network
- Enabling ForFarmers' HR department to shift from support function to strategic business partner
- Providing reliable, accurate HR-related data – 'one version of the truth'

Results

Business Class to World Class

As a highly employee-centric organisation, ForFarmers saw building the scale and quality of its team to support sustainable future growth as the single most essential requirement for its new HR solution. The Recruiting and Learning capabilities are therefore at the heart of the system, targeting and then developing the best talent to build a world-class team.

From Admin Hub to Strategic Partnership

Workday enables managers and employees to undertake operational tasks for themselves, instead of asking the HR department to do so for them. This in turn is creating a more strategic HR resource for ForFarmers, based on partnerships that actively support the business rather than operatives who simply run the admin.

Workday Applications

- Human Capital Management
- Learning
- Recruiting
- Expenses
- Absences
- Talent



Empowering our workforce has delivered a major return through saved time, faster decision-making and improved agility.

Arjan De Grijs

HR Director a.i., ForFarmers

