

# How Can People Get So Excited About an Org Chart?

Many customers throughout North America and Australia think of Watco Companies LLC whenever the need for transportation arises. Putting the customer first is so ingrained in the company's culture – it's even on the logo – that Watco has grown much more quickly than its founders ever envisioned. While managers have welcomed every step of that growth, they didn't welcome the increase in HR paperwork that arrived along with it.

Watco's HR people knew the answer was to adopt a modern human capital management system, and they knew they had found the right one when they saw a demonstration of SAP® SuccessFactors® solutions. Employees of all stripes love the new functionality and ease of use. They even get a kick out of the solutions' org chart presentations.





**“When you show folks how much information is at their fingertips with SAP SuccessFactors solutions, you tell them they can do it all on their mobile devices, and you explain how you’re going to make their lives easier, that’s when they get excited.”**

Rachael Peterson, Senior Vice President of People Services, Watco Companies LLC

With SAP SuccessFactors solutions, managers at Watco are saving all the time they used to waste looking up paper-based personnel information, only to call HR when they can't find it. Data that's entered once never needs rekeying. Vital data now resides in the cloud under the careful watch of SAP, which means that Watco never needs to worry about missing a payroll again.



**37**  
Short-line railroads



**5,000**  
Miles of track



**33**  
Industrial contract switching locations



**>80**  
Terminals under management



# Saving Time for Everyone with SAP® SuccessFactors® Solutions



**Watco Companies LLC**  
Pittsburg, Kansas  
[www.watcocompanies.com](http://www.watcocompanies.com)

**Industry**  
Travel and transportation

**Products and Services**  
Transportation, terminal and port, supply chain, and mechanical solutions

**Employees**  
3,500

**SAP® Solutions**  
SAP® SuccessFactors® solutions

With railroads, terminals, ports, car repair, and more, Watco is all things transportation. When the company's human capital management system proved incapable of keeping up with growth, Watco switched to SAP SuccessFactors solutions. Now employees at all levels are saving time and using it to serve customers better than ever.

## Before: Challenges and Opportunities

- Make information instantly available, not buried in tomes of paper
- Have data, once entered, available electronically for all other HR purposes
- Eliminate reliance on HR to provide personnel information
- Use key talent more productively

## Why SAP

- Ability to provide needed information at the push of a button
- Outstanding user interface
- Availability from the cloud
- Support for mobile devices
- So much flexibility, there is no need for customization

## After: Value-Driven Results

- Increased use of self-service
- Instant availability of data wherever it's needed
- Reduced stress for the payroll team
- With the cloud, improved ability to reach far-flung employees

**“Our IT team is sleeping easier knowing that with the cloud, they no longer have to worry whether our servers are working. Even if something happened, we will always be able to run payroll. Hey, who better to run SAP software than SAP itself?”**

Amy Miori, Director of People Services, Watco Companies LLC

SAP SuccessFactors

2

People needed to perform payroll, down from 4

90%

Of some people's time spent rekeying HR data before SAP SuccessFactors solutions helped reduce it to zero

10

Months to perform implementation

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