

Founded: 1936

Nonprofit Focus: Member-owned electric cooperative west of Atlanta, Georgia

Workforce: 264 employees

Client since 2015



Six Months of Reporting. Now One Report.

Affirmative Action Program reporting at GreyStone Power used to take six months of research, pulled from systems that didn't talk to each other. Today, HR Manager Rita Harris prints one report and she's finished.

A Department Built on Paper Forms and Memory

When Rita joined GreyStone Power in 2014, she inherited a mostly manual system: a payroll application with a few reports, training material scattered across SharePoint, and a paper requisition that needed three or four signatures before it moved. "It was easy for a requisition to get lost or buried on someone's desk," she says.

The Fit Was Already There

Rita had implemented similar HR systems in prior roles, and her predecessors had already done much of the research before she arrived. GreyStone was running on Sage HRMS, and the recruiting and training platform we built — then called Cyber Recruiter and Cyber Train — was, in her words, "a natural fit for GreyStone, given that we were using Sage HRMS."

From Paper Requisition to One Electronic Workflow

Requisitions now move electronically through approvals and onto GreyStone's job board, instead of across desks.

Applicants are screened automatically against each position's qualifications and routed to hiring managers with everything they need to decide. "It's a much faster, more efficient process," Rita says, "and we can see at any time where in the cycle a requisition is."

Training followed the same pattern. Every new hire gets a training record the day they're hired, with no extra data entry, and the system tracks recertification dates and notifies employees and their supervisors before they expire.

What Changed Across the Department

- AAP reporting that once took six months now runs as a single report
- Retirement-eligibility reporting cut from four weeks to instant, pulled from one connected system instead of several
- A noticeable drop in overtime pay in the HR department
- Automatic training records and recertification alerts, with no added data entry
- Course surveys sent directly from the training platform after each session
- An online course catalog employees can browse and request from themselves

"This is a member-focused organization. We like to make that face-to-face connection, so at first, it might seem that this technology is contrary to our mission. But in fact, it fully supports our mission. Our staff has more time to make personal connections because they are spending less time on busy work and duplicate entry."

Rita Harris, HR Manager, GreyStone Power

Ready to see what this looks like for your team?

The Talent Improvement Session is free, runs about 60 minutes, and is not a demo. It does not open with software. You pick one of three areas: recruiting, onboarding, or training management. Within 48 hours you get your Talent Improvement Plan: specific, actionable recommendations scored against the method's benchmarks. And nobody will chase you afterward.

[Schedule Your Talent Improvement Session →](#)

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