

# Case Study



## Company Profile

As the Swiss market leader, V-ZUG AG develops, produces and sells high-quality, resource-saving appliances for kitchens and washrooms and offers outstanding service and support. V-ZUG is represented with its premium range in nearly 20 countries on four continents. V-ZUG is headquartered in Zug, in the heart of Switzerland, and employs around 1500 people.

## Technologies

 Office 365

 Power Platform

## Personnel development via App at V-ZUG

Gentle digitalization in the HR sector of a Swiss Company

### Challenges

- Changes in the culture of cooperation and open conversation
- Desire for a digital solution with rolling protocol and note capabilities
- Flexible, demand-oriented solution that focuses on the dialogue between managers and employees

### Solution

- V-ZUGconnect app based on Microsoft Power Platform technology
- Self-service for documentation of the annual employee interview
- Access for all employees via PC, notebook, tablet, or smartphone
- Easy way for managers to record performance, competencies, etc. of team and project members on a rolling basis
- Possibility for self-reflection and position-fixing

### Benefits

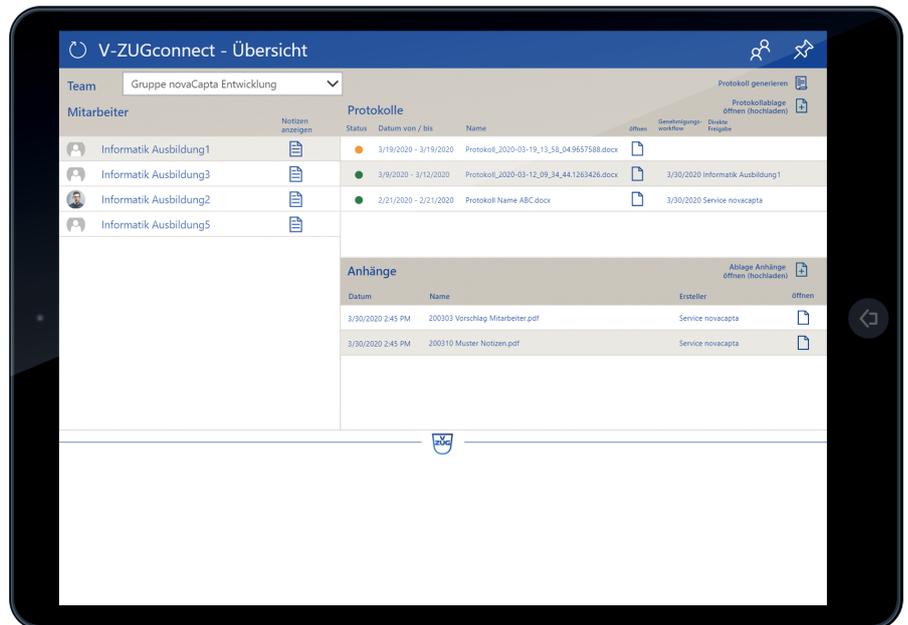
- New assessment option for superiors, project managers and for self-reflection
- Rolling entries, rolling logging
- Simple handling and intuitive operation of the app
- Consideration of the authorization concept for accesses and approval workflows

The digital control of all kinds of devices in the household and living area has long since arrived in our everyday life. V-ZUG, the Swiss market leader in household appliances, also offers a wide range of functions for the smart home with various applications.

But digitalization is not only important in the retail business. Internally, the industry leader is also increasingly relying on corresponding tools and cloud solutions. This also applies to personnel development. Who isn't familiar with the situation: the annual employee performance review is just around the corner. Meeting minutes in Word and assessment tools in Excel are filled out for documentation. But there is also a much simpler way, as V-ZUG proves.

### Self Service for everybody

"With the V-ZUGconnect app, we have developed a flexible and demand-oriented tool that enables the assessment of employees and managers to be recorded completely via an app," explains Christian Roth, responsible for personnel development at V-ZUG. "Our idea was to offer employees a tool that allows individual notes and constructive dialogue at any time". Employees and



ance, the simple usability and the authorization concept were not easy to reproduce," knows Christian Roth. The use of the app is voluntary and is offered as a kind of "self-service". Those who wish to log their conversations in Excel or OneNote, as was previously the case, can continue to do so. Christian Roth explains: "With the app, we wanted to expand our range of personnel development tools and take advantage of the opportunities offered by digitalization. Away from the rigid system of the annual employee interview, towards a flexible and constructive communication where people decide for



“ novaCapta has done a great job with the app.

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Christian Roth - Personnel development

supervisors can use the app to set personal goals, manage them, reflect on them, and prepare for meetings. Feedback from superiors can also be prepared and documented via the app.

The V-ZUGconnect app was implemented by novaCapta on basis of Microsoft Power Platform. Employees as well as superiors can follow a predefined structure, but they can also save individual notes and relevant information for feedback discussions at any time. "novaCapta has done a great job with the app. The attractive appear-

themselves how and how often they want to engage in dialogue with each other. So far, employee feedback on the app has been consistently positive".

The app is a piece of the puzzle in the overall digitalization strategy of V-ZUG. After all, what could better lead to successful digitalization than services that offer such added value that they establish themselves among employees all on their own – especially when it comes to sensitive HR topics that affect everyone?

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