

Employee Benefits Enrollment Application

[case study]

Project Mission and Background

Travel management company seeks assistance developing an employee benefits enrollment online application.

Challenges

With over 4000 employees located throughout the US and international locations, this travel management company needed a web-based application to automate the enrollment of personnel into the company's employee benefits program. The online application replaces the manual, labor-intensive processes while increasing quality and delivery speed. With limited ability to support their dispersed audience, the Human Resource organization required a simple, user-friendly application that enforced a complex series of business rules. Previous attempts to deliver such a system had critical schedule, quality, and management issues.

The Solution

A Lewis & Fowler Project Manager led a blended team of internal personal and software development contractors to deliver a .NET web application. Through extensive interviews and research with the client's Human Resource group, the Lewis & Fowler consultant produced extensive software requirements to document complex business rules. After creating a detailed project schedule, the Lewis & Fowler Project Manager oversaw all aspects of the development process to ensure on-time delivery. This included management of IT personnel, end-user testing, and all project communications with the client and executive sponsors.

Benefits

The application was delivered on schedule in time for the annual open enrollment season. Additionally, the application received excellent reviews from end-users. The client's IT organization received a documented system, a testing framework, and a robust technical base which can be efficiently and economically be reused from year after year with a high level of confidence and quality.

About Us

Lewis & Fowler is a professional consulting firm focused on delivering business impacting results to corporations throughout the United States.



- + Travel management company
- + Web-based application needed to automate enrollment of 4,000 employees into benefits program
- + Application delivered on schedule and received excellent reviews