

# Customer Testimonial



„Whenever I have a question or want to try something new in the software, the team is right there. That’s awesome.“

## Tober Building Company

- ✓ **Industry**  
Tober Building Company
- ✓ **Employees**  
50
- ✓ **Services**  
Commercial Construction Services
- ✓ **Business Challenges**
  - Strong growth of the company
  - Inflation in the cost of steel and building materials
  - Obtaining materials because they are very scarce
- ✓ **Contact**  
[www.toberbuilding.com](http://www.toberbuilding.com)

## The Project at a glance

- ① **Initial Situation**  
There was no overview of the qualifications of employees as well as required and completed trainings.
- ② **Specific Challenges**  
Tober Building Company needed a tool to manage the progress of their employees that was also compatible with Microsoft Teams.
- ③ **Solution**  
In HR for Dynamics, TBC found a comprehensive employee development module that can be used in the familiar Microsoft Teams environment.
- ④ **Benefit**  
TBC can manage all information in one hub and keep track of the progress of their employees for successful (project) planning.
- ⑤ **About the cooperation**  
„The team was great. They helped us figure out exactly what we needed and did a great job with the trainings.“

## → Vision

Tober Building Company is a commercial construction and modular building company. It provides superior, quality construction services and operational excellence through efficient planning, direct communication and competitive pricing. The company started in 2016 with just one person and is now growing faster than ever.

Everyone at TBS believes in the company's ideal to give something back to the community and help people to get a fresh start. That is why projects for affordable care housing for people in need are one focus of the company.

A great aim is that TBC's low-cost constructions will eventually make it possible to realise such social projects worldwide.

## → Specific Challenges

The main problem in HR was that the progress of different employees couldn't be tracked properly - at best, this was done paper-based. That made it difficult to properly give raises or to train and educate people exactly where they needed it.

In the construction field, safety is key. That's why it was very important for the company to see who had completed what safety training and was therefore properly certified to handle different equipment or situations.

To ensure sustainable growth, the company needed to become more future-oriented, which is why it also wanted to rely on a modern tool in its HR solution: Microsoft Teams. In addition, the solution had to be adaptable to their individual and industry-specific requirements.

„HR for Dynamics is huge. It is great to track everything in one software.“

Kurt Kaufman, Operations Manager, Tober Building Company



## → Solution Approach

HR for Dynamics fulfills TBS most important requirements to an HR software. It is a holistic complete solution which is based on a Microsoft platform and includes great Microsoft Teams integrations. The comprehensive talent management module is particularly important for TBC. It provides rich functionality for staff development like for example the tracking of targets, progress, skills, reviews, certifications, trainings and many more. Dashboards and forms can easily be customized to exactly their needs so that managers and employees can see all important information at a glance. Furthermore, the solution contains many other functions in HR that could be of interest to the company in the future and are to be put into use later on.

## → About the cooperation

„The team was great. They helped us figuring out exactly what we needed and did a great job with the trainings.“

## → Benefit

With HR for Dynamics, TBC can properly manage all information in one hub. For example, management can see at a glance who is certified and qualified for upcoming projects or keep track of employees' goal achievement to manage salary increases. Individually customized dashboards help them to track teams across the board to get an overview of their different skill sets and achieved results.

With these functionalities, projects can be tracked from start to finish and allows the team to always see what is lacking and what is going well.

With Microsoft Teams, they can work in a familiar environment and do not have to learn using another software.

The wide range of features that can be used in the future provides ideal conditions for sustainable growth of the company. For TBC, a yearly productivity increase potential of \$ 27,600 has been calculated.



Schedule an Online Demo with HR for Dynamics experts.

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