

Lomond Capital

LOMOND CAPITAL

How Natural HR is helping Thornley Groves (part of Lomond Capital Group) to manage their fast-growing organisation through the removal of manual HR processes.



300+ employees



Investment Management



Edinburgh, Scotland



lomondcapital.com

The client

Thornley Groves (part of Lomond Capital)

Lomond Capital operates in the growing UK private rental sector focusing on developing businesses in rapidly changing markets.

Lomond has acquired 34 businesses since November 2010 and now manages in excess of £2.7bn of assets.

The challenge

Required a system that was easy to access, secure and robust

Thornley Groves Estate Agents, a progressive property and related services business part of the Lomond Capital Group is a fast-growing organisation and was being held back by manual HR systems.

As part of a wider property group, Thornley Groves were tasked to find an HR solution that was easy to access, secure, robust, simple to use and most of all adaptable to their growing needs and wider business requirements.

“Natural HR is the only HR software we use. We are extremely pleased with its functionality & the easy flow of data. I can’t imagine life without it!”

Kelly-Marie Ody,
Operations

The solution

Safeguard the future and adhere to legislation

Natural HR worked with the wider management team and a focused project group at Thornley Groves including the executive PA (who was formerly responsible for manually collating and scanning personal data).

We reviewed their needs, their business and the wider Lomond Capital group; what they wanted from an HR system, asked questions about future requirements and any legislative requirements they needed to adhere to working within property and conveyancing.

After an in-depth consultation and tendering period, Natural HR’s Enterprise system was chosen in September 2013 and has been developed further as the organisation has grown.

The result

React to issues quickly and create in-depth reports easily

After a successful integration period, the team at Thornley Groves (now part of the Lomond Capital group) are so impressed with the easy to use functionality and automation of workflows they can't imagine life without it.

In addition to centralising all employee data, automating laborious employee tasks such as right to work documentation, the Lomond Group can now react quickly to employee or team issues with 'at a glance' data to ensure all teams are operating at full capacity and are not affected by inadequately staffed offices.

The Lomond Group can now easily identify issues, prepare and plan their people management across the group.

The group now use all aspects of the Enterprise system; managing all employee data, tracking holidays, personal data, creating reports including the Bradford Factor report (a tool to track absenteeism), and also use the company asset functionality to manage which employees are given what assets including laptops and smartphones.

“We can now ensure all teams are operating at full capacity from a quick glance at our data.”

Kelly-Marie Ody,
Operations



Get in touch :)

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