

“The BST Global team was great to work with—coaching our team through each step of the process. As a result, we have been able to leverage the knowledge we gained and have successfully applied it to solving other business challenges at Matrix.”

ROBERT POCKAR
CEO
MATRIX SOLUTIONS

MATRIX SOLUTIONS, INC.



Industry:

Environmental and
Engineering Consulting

Geography:

Headquartered in
Calgary, Alberta, Canada

8 offices across western and
northern Canada

Employees:

300

Challenge

As with many modern medium-sized firms, Matrix makes use of a “best of breed” approach to primary business systems rather than using a single enterprise system to manage core business information. While this approach increases efficacy of each system within a particular business area, the fact that each system has its own native database and associated employee management framework exacerbates the issue of managing employee information consistently throughout the organization.

Synchronization of employee information between systems at Matrix traditionally has been addressed by manual methods using full-time staff responsible for each system. Having administrators dedicated to keeping systems synchronized by doing redundant data-entry is not in the best interest of the organization or the employees.

Solution

Partnering through the BST Systems
Integration Enablement Program, BST Global

and Matrix worked together to design and develop an enterprise-wide service oriented architecture using the Freedom Exchange, Freedom Framework and Web Services, and leveraged it to establish an automatic synchronization process for employee information between BST Enterprise, Ceridian HR and MS Active Directory.

The framework was developed to meet the following operational requirements:

- Develop an integration framework with the ability to capture information from many sources
- Keep critical employee information synchronized and up to date
- Define a common business definition of key Matrix Business elements, such as the “Matrix Employee” in the case of the HR solution
- Validate the data coming from the HR system against a standard set of rules before transmitting it to other systems



Results

Employee integration provided Matrix with an automated process for keeping employee information up to date and consistent across business systems without the need for additional personnel input, and the resulting efficiency and process transparency has already exposed further opportunities for process improvement in Matrix's HR systems.

The flexibility of the architecture has promoted high-user adoption, and is being leveraged throughout the organization to integrate and streamline other areas of the business, including: Helpdesk, Geographic Information Systems, and Equipment Management.

Going forward, Matrix will apply the framework technology developed to allow its scientists, engineers and clients to interact with Matrix data regardless of the source(s) of the information.

Matrix's objectives for the future framework are:

- Get information to people when they need it, in the form they need it
- Reduce the friction of information flow
- Maximize the use of knowledge assets throughout the organization

ABOUT MATRIX SOLUTIONS

With roots dating back to 1984, Matrix is a 100% Canadian owned, Alberta-based environmental and engineering consulting company. Matrix has become a recognized leader in environmental and social impact assessments and audits; soils and groundwater investigations, monitoring and remediation; site assessments and reclamation; hydrology; and environmental management and planning. Its domestic and international client base includes all levels of government; regulatory bodies; the upstream and downstream oil and gas industry; and clients with mining, power, forestry, agriculture, manufacturing, and commercial developments and operations.



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