

CASE STUDY: **PATHFINDER INTERNATIONAL**

PATHFINDER INTERNATIONAL RAPIDLY SOLVES ALL OF THEIR TIME & LEAVE MANAGEMENT CHALLENGES WITH DATABASICS





THE CHALLENGE

Pathfinder International is a global nonprofit organization with more than 1,400 employees in 19 countries worldwide. **Tracking time and leave is a critical component of managing their human capital.** The system they were using was incapable of meeting their specific challenges and requirements of each of their global locations.

Pathfinder was determined to find a time and leave management system that could meet their criteria out-of-the-box, including:

- A single system for timesheets and leave management with built-in DCAA compliance
- Ability for Pathfinders around the world to submit leave requests and timesheets with ease
- Greater efficiencies in processing and managing employee timesheets and time off
- A rapid implementation to maximize funding value

HIGHLIGHTS

1,400
EMPLOYEES

19
LOCATIONS AROUND
THE WORLD

SPECIFICS

**SINGLE TIME AND
LEAVE MANAGEMENT
SYSTEM**

**UNIQUE TIME AND
LEAVE REQUIREMENTS
FOR EACH LOCATION**

**EASE OF USE &
GREATER EFFICIENCIES**

**SUCCESSFUL
IMPLEMENTATION
IN UNDER 40 DAYS**



THE SOLUTION

Pathfinder was tasked with identifying a best value time and leave management system that met the organization's needs in terms of functionality and usability.

"A big part of our issue with our last system was that it was so complex that people couldn't figure out how to use it," said Jenn Schofield, Business Systems Analyst. "This led to wasted time and frustration for both end users and administrators."

With this in mind, Pathfinder set out to find a solution that received positive feedback from Pathfinders around the world and met the requirements identified in the RFP, including:

- Support for accurate timekeeping of core labor requirements according to local laws and statutes
- Ability to handle project/funding tracking down to a detailed level in a DCAA-compliant environment
- Seamless integration with SylogistMission ERP and payroll solution ADP/Cornerstone

This Proved Daunting — Until They Discovered DATABASICS.

“Our responsibility in choosing a best value system was to the men, women and families around the globe who benefit from our services.”

BRIAN CUNNINGHAM | PATHFINDER INTERNATIONAL

THE IMPLEMENTATION

After a multi-month evaluation and procurement process, the Pathfinder team selected DATABASICS to implement their global time and leave solution. In 36 days, **DATABASICS empowered the Pathfinder team with a solution that supported their organization's need to track time to a detailed level with out-of-the-box compliance in a way that was easy to use.**

A committed, collaborative effort between Pathfinder and DATABASICS in documenting all of the details of the requirements was key to successfully implementing the solution within their 40-day goal. "We had to make personal sacrifices, but if you understand your objectives, understand your data, and lock your requirements down you can set up a complex global system very rapidly," said Brian Cunningham, Financial Systems Director at Pathfinder.

Highlights of Pathfinder's successful 36-day implementation include:

- A quick and effective rollout
- Detailed project tracking, accommodating nine critical dimensions in their financial system
- Compliance with DCAA and local regulations
- A mobile solution that's easy to use
- More control and visibility, leading to time and cost savings





THE RESULTS

Now that Pathfinder has a successful time and leave management system in place, they're looking forward to maximizing their investment in DATABASICS.

"We were so focused on meeting our requirements and getting up and running, that we didn't realize the breadth of the functionality that is available in DATABASICS. **We've only scratched the surface of what it can do for us and look forward to expanding our usage in ways that will undoubtedly benefit Pathfinder in the future,**" said Jenn Schofield.

Additionally, the Pathfinder team has leveraged functionality in DATABASICS that they couldn't even imagine being possible before. "We are now able to proactively manage time charges to our USAID and private awards effortlessly.

We are so far ahead of the game now," said Brian Cunningham.

“We are pleased, as is our management, straight up to our Controller, CFO and CEO, who are thrilled with the outcome.”

BRIAN CUNNINGHAM | PATHFINDER INTERNATIONAL



ABOUT PATHFINDER INTERNATIONAL

Pathfinder International is a global non-profit organization that focuses on reproductive health, family planning, HIV/AIDS prevention and care, and maternal health. Pathfinder goes where the need is greatest and works throughout the world to ensure people can make free and informed decisions about their bodies and futures.

[PATHFINDER.ORG](https://pathfinder.org)

ABOUT DATABASICS

DATABASICS is driven to meet the most demanding time and expense management challenges for organizations throughout the world with a combination of deep expertise, next-gen technology, and a focus on the unique needs of each customer. Powered by decades of experience, DATABASICS is in the business of solving time and expense problems with solutions that are the right choice for today and easily adapt to the uncertainties of tomorrow. Time and expense are better together, which is why DATABASICS addresses these two critical business processes with absolute ease in one solution.

[DATA-BASICS.COM](https://data-basics.com)