

ISS Background

Institutional Shareholder Services ("ISS") empowers investors and companies to build for long-term and sustainable growth by providing high-quality data, analytics, and insight. They are committed to positively impacting the environment and society through their market-leading solutions and leading by example.

THE CHALLENGE

When ISS came to Decusoft, they had just over 700 employees and a manual, time-consuming, Excel-based compensation process. Already taxed by the process and poised for growth, they were looking for something that scaled. They had three clear priorities, ease of use for managers, flexibility in design and process, and working with a great team that could help them with their short, but intense year-end cycle.

THE SOLUTION

ISS found Decusoft's Compose Suite® was the perfect solution to their identified issues. With ISS focused on moving away from their manual spreadsheets process, they were able to utilize Compose to replicate their complicated plans, integrate seamlessly with their Workday instance and make it all easy to use for their managers.

Compose is designed with agility and flexibility in mind which meant that ISS was able to grow as a company within the system and make modifications to their processes with no difficulty. The support and partnership of the Decusoft team gave ISS the confidence to grow and evolve, knowing that the team was available to consult with them, if needed.

THE BENEFITS



One System

A single, secure, cloud-based platform addressing all compensation needs meant eliminating the need for spreadsheets to be distributed, processed, collected, reviewed and redistributed.



Maximum Agility

Compose gave ISS the ability to add structure and reliability to their process while simultaneously delivering immense configurability and flexibility over critical elements of their planning, budgeting and execution. Adding the ability to distribute 3,000 compensation statements directly from Compose provides a huge efficiency.



Powerful Insights

ISS significantly improved their data analysis and reporting capabilities by moving to Compose. The results provide accurate, accessible historical data, people analytics and the budgetary information to make confident, accurate, real-time decisions.



Ultimate Security

Getting away from spreadsheets and into a secure cloud-based system meant no more risk distributing, collecting and manipulating off-line files. Secured data, configured formulas, automated rules and permission based access removed an enormous weight from the compensation team.

In Their Words

"Our managers have always been very complimentary of the Compose product. We regularly get feedback after completing the year-end process on how seamless everything is and how simple it is to use the product."

