Inspirus, engaging workforces.

The employee recognition platform built on Adobe ColdFusion enables organizations to recognize, engage, and inspire people at work.

inspirus®
recognize. engage. inspire.™

"Rapid application development has resulted in a flexible platform that supports our client-centric business model for branding client solutions in a cost-effective, scalable way."

Timothy Hough, Senior Vice President of Solutions, Inspirus

SOLUTION

Adobe ColdFusion, Adobe Creative Cloud

RESULTS

1+MONTH SAVED

PRODUCTIVITY GAIN
A recent conversion of a legacy application resulted in thirty-seven and a half days of time saved, which was significantly more than anticipated

RAPID DEVELOPMENT
Easy-to-use tools and advanced quality assurance capabilities are a natural fit for rapid prototyping and agile iterating

CUSTOMIZATION
Standing up each implementation from common code results in targeted, branded solutions that meet customer requirements

COST EFFECTIVE
The best use of the developer's time saves resources used for product improvement and great customer service

Inspirus

Established in late 1800s

Employees: More than 100

Fort Worth, Texas

www.inspirus.com

CHALLENGES

- Holding a market-leading position in employee recognition
- Increasing productivity and accelerating development
- Leveraging agile development best practices for rapid prototyping and nimble iterating

"ColdFusion and agile development are a natural fit, giving us the flexibility to change direction with ease and mock up a new solution in an acceptable timeframe."

Steve Black, Manager of Development, Inspirus

Customer centricity

Inspirus offers a human resources platform designed to help organizations make every employee feel valued and motivated. The Inspirus platform integrates a reward engine, learning and communication tools, and insightful analytics that give leaders ways to drive better company performance. The platform is used by some of the world's largest companies such as Southwest Airlines, DIRECTV and Schlumberger. The Inspirus platform helps employees succeed from onboarding to retirement.

Agile development advantage

Every organization has unique challenges when implementing employee recognition programs. Inspirus follows best practices of agile development to rapidly modify its core code base to meet a wide array of customer requirements.

Adobe ColdFusion has been the application development platform of choice at Inspirus for nearly two decades. "ColdFusion and agile development are a natural fit, giving us the flexibility to change direction with ease and mock up a new solution in an acceptable timeframe," says Steve Black, Manager of Development at Inspirus. "Rapid application development has resulted in a flexible platform that supports our client-centric business model for branding client solutions in a cost-effective, scalable way."

The developers at Inspirus regularly evaluate technology solutions such as Java, but have opted to remain with ColdFusion for its speed, scalability, ease of development, excellent quality assurance capabilities, and reliable deployment. "Making a change to our development platform would be counter-productive to our winning business model—from training and support to customer satisfaction," says Timothy Hough, Senior Vice President of Solutions, Inspirus.

Employee solutions for customers

Inspirus was recently selected by a luxury brand to build a white-labeled employee engagement solution for the client's subsidiary holdings. "With ColdFusion, we rapidly modified our existing code base to show our client prototypes and iterations on a tight schedule. We adapted to the client's changing needs as quickly as they did," says Hough. Following best practices of the agile software development process, Inspirus met its project milestones and over-delivered on its clients' expectations—resulting in a pattern of repeat business.

Also of note is the Inspirus implementation at Marathon Petroleum, which includes over 100 custom configured program elements. Built-in analytics help program coordinators and administrators effortlessly manage everything from the recognition of their employees to the status of orders shipped. Additionally, at Delta Air Lines there are more than 10 recognition programs in place on the Delta-branded Inspirus platform.

SOLUTION AT A GLANCE

· Adobe ColdFusion

· Adobe Creative Cloud. Apps used include:

  · Adobe Photoshop CC

  · Adobe Illustrator CC

  · Adobe Flash Professional CC

  · Adobe InDesign CC

  · Adobe Acrobat Pro DC

· Adobe Captivate

For more information
www.adobe.com/products/coldfusion-family.html

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www.adobe.com

"The cost savings of standing up each new project from a common code base is invaluable. It maximizes use of developer's time while enabling our company to dedicate resources toward improving its products and providing the highest-level client services," says Hough. Inspirus also uses ColdFusion to develop and deploy all internal business applications.

Increased productivity

Of the seven ColdFusion developers at Inspirus, half come from a Java background and half from a ColdFusion background, making for a well-rounded, proficient team. During a recent conversion of an older legacy application from FoxPro to ColdFusion, the team saved thirty-seven and a half days of production, resulting in entering the market faster than anticipated.

Inspirus also uses tools in Adobe Creative Cloud to design platform components that have the look and feel of the client's brand—from colors and fonts to recognizable themes. Adobe Photoshop CC is used for photo editing, Adobe Illustrator CC for creating scalable vector graphics, Adobe Captivate for client training, and Adobe Flash Professional CC to create custom animations for client desktop and mobile sites. Additionally, Adobe InDesign CC is used to create client collateral, marketing materials, and outreach content. Adobe Acrobat Pro DC is an integral part of daily operations at Inspirus—powering PDF generation and stakeholder communications.

Looking ahead, Inspirus plans to keep ColdFusion at the core of its software platform to help ensure the company remains a niche market leader. "We are exploring using ColdFusion in greater depth to improve the business logic of the Inspirus platform and to port our platform to mobile," says Hough.