# Kyloe

# THE PANEL
## We *know* the people you want

**Kyloe helped The Panel move from RDB to Bullhorn, moving their 20 years' worth of data safely and securely and ensuring minimal disruption to their business.**

## Background

The Panel are a recruitment agency in Dublin, sourcing and placing talent in Ireland and overseas, and specialising in the areas of Accountancy, Financial Services, IT & Business Change and Legal & HR.

When The Panel were looking to replace RDB with a cloud-based solution that would provide opportunities for automation, and ultimately future-proof their business, they opted for Bullhorn. Kyloe were there to facilitate a smooth transition with minimal disruption.

## Challenges

As with many companies, The Panel were nervous that moving 20 years' worth of data could cause a huge disruption to their business. Paul McArdle (Managing Partner) told us that *"going ahead and making the move from a system we'd been using for over 20 years was taking a step into the great unknown – we were anticipating lots of things that could go wrong!".*

There were a few functionalities from RDB that were integrated into their business processes, namely scheduling interviews and sending confirmations, that The Panel didn't want to lose as part of the migration.

User adoption was a big thing too – when one system has been in place for so long, it can be challenging to get users to adopt new ways of doing things.

**" Kyloe were hugely credible from the start and made the migration to Bullhorn far less painful than I thought it was going to be."**

Paul McArdle (Managing Partner, The Panel)

# Key objectives

The key objectives for Kyloe were:

- Move existing data safely and securely
- Configure Bullhorn to make sure it met the needs of the business, including integration of Kyloe and other Bullhorn Marketplace partner products
- Ensure user adoption post-go live

" We found Kyloe very effective at communication the whole way through and I trusted their guidance."

Paul McArdle (Managing Partner, The Panel)

# The Kyloe solution

As part of their move, The Panel were planning to integrate Kyloe AwesomeDocs and Kyloe Workflow, as well as other Bullhorn Marketplace partners: CloudCall, Daxtra, and Cube 19. It was important that they were included in migration discussions early on for a seamless integration.

After agreeing a Statement of Work, The Panel were assigned a Project Manager and Implementation Consultant to help bring their new solution to life. During the project, The Panel nominated super users who would be trained ahead of go live, and act as champions of the new platform. *"As a client, for the best possible success, you need to put in the time and effort - including getting buy-in from a cross-section of your business."* Paul shared.

In addition to completing the migration and setup, we also provided on-site training and post-go live care to help answer any questions and ensure user adoption.

# Benefits and impact

*"Kyloe were hugely credible from the start and made the migration to Bullhorn far less painful than I thought it was going to be."* Paul said.

*"Communication is key – we found Kyloe very effective at communication the whole way through and I trusted their guidance. This allowed us to identify pinch points and start solving them early on."*

*"If you're prepared to put in the time, Kyloe will be second to none and you'll reap huge benefits."*