

Building the foundation



HYNDS • CIVIL & INFRASTRUCTURE

How Hynds moved from fragmented paper processes to an integrated, future-ready HR system – with the right partner alongside them every step of the way.

From fragmented systems to a single source of truth

Founded in 1973 by John and Léonie Hynds, Hynds is New Zealand's premier supplier for the management of water and water waste in the civil and infrastructure markets. Amidst rapid growth, the People team was struggling under the weight of spreadsheets, word documents, and disconnected systems.

The primary challenge was a lack of process control. Systems that didn't communicate with each other meant no single source of truth — and a People team stretched too thin to tackle it alone.

"Our biggest problem was that our spreadsheets, drives, word docs and disparate systems were not talking to each other, resulting in no process control. We had put off tackling these issues because we just didn't have the capacity internally."

MELANIE NEWMAN — HYNDS

Working closely with Tomorrow's People, Hynds identified a new payroll system as the top priority. Following a successful payroll implementation, Hynds and Tomorrow's People embarked on selecting and implementing Cornerstone as their end-to-end HR platform.



An integrated HR platform covering payroll, HRIS, learning, recruitment, performance, and compensation — bringing every stage of the employee lifecycle into one experience.

TOMORROW'S
PEOPLE

Tomorrow's People brings a rare combination: technical implementation depth alongside genuine HR expertise. The system gets shaped around your people processes.

PHASE 01

Future State Design & Payroll

Mapping future state processes to define business requirements, followed by a successful payroll implementation that built IT confidence.

PHASE 02

End-to-End HRIS Implementation

Selecting and implementing Cornerstone aligned with Hynds' long-term goals — bringing recruitment, performance, learning, and compensation together.

ON PARTNERSHIP

"The only way this was going to be successful was to treat Tomorrow's People like they were part of our team. They're coming not only from a tech space but from an HR space as well as best practice."

Melanie Newman — Hynds



Transformative outcomes, delivered

End-to-end

FROM PAYROLL TO PERFORMANCE – EVERY STAGE OF THE HYNDS EMPLOYEE LIFECYCLE NOW RUNS ON CORNERSTONE, REPLACING A TANGLE OF SPREADSHEETS AND DISPARATE TOOLS.

PROCESS CONTROL

One source of truth

Integration replaced fragmented tools with a single source of truth, significantly enhancing process visibility and control across the organisation.

WORKFORCE ENGAGEMENT

Every worker, connected

Non-networked team members, including factory workers, can now access HR systems via iPads and smartphones — setting goals without paper forms.

STRATEGIC HR

Focus, reclaimed

Digital workflows reduced administrative overhead, freeing the People team to focus on performance management, workforce planning, and diversity initiatives.

DATA-DRIVEN DECISIONS

A seat at the table

Real-time HR dashboards provide data for pay gap reporting, equity and diversity initiatives, and workforce insights — giving HR its seat at the table.

"HR dashboards that can report real time analytics and trends help us with our seat at the table. We can now present data to analyse alongside anecdotal feedback — and get the insights we need."

MELANIE NEWMAN — HYNDS



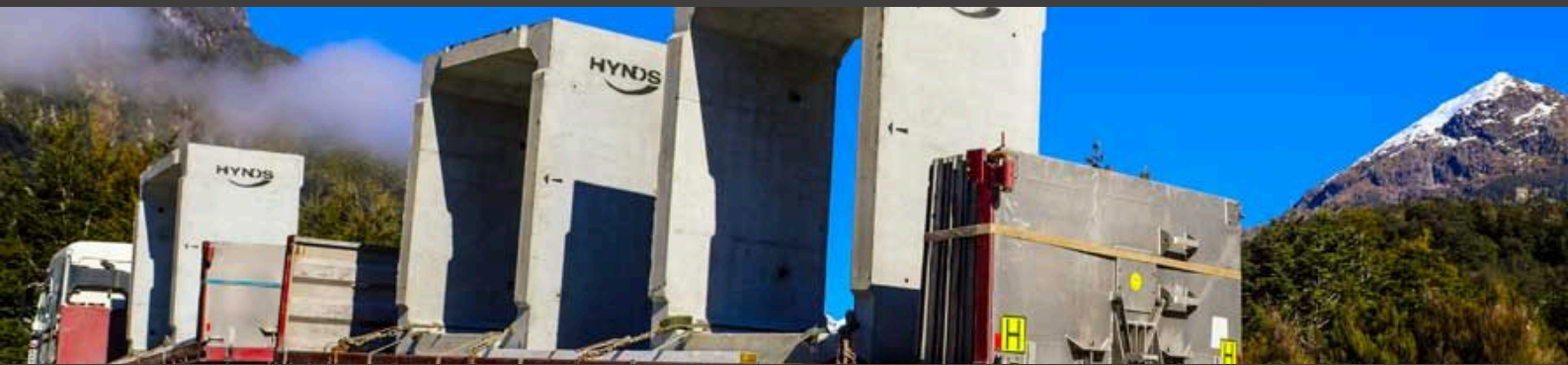
The right partner makes all the difference

"We wouldn't have had the confidence to take on a project of this magnitude. We're now confident we're putting something out there that people will use, and it won't be a waste of money."

MELANIE NEWMAN – HYNDS

Throughout the project, Tomorrow's People's continuous involvement kept things moving even during the routine day-to-day demands on the HR team. Regular check-ins and adjustments based on Hynds' evolving needs demonstrated a genuine commitment to the partnership's success.

As the project transitioned to ongoing support, the Hynds team grew more confident and proactive — adapting processes, building customised reports, and gaining insights through dashboards that hadn't been possible before.



KEY TAKEAWAY

By combining technical expertise with HR best practice, Tomorrow's People provided the support and guidance Hynds needed to achieve their strategic goals — ensuring a smooth transition and long-term sustainability of their HR systems.