



Fast-growing NYC firm looks to chart its future

New York City-based CANY is a tale of two companies. But when it comes to its family-oriented, close-knit workplace culture, it's strictly single-minded.

Divided into separate entities – CANY Architecture + Engineering DPC and CANY Technical Services LLC – CANY provides a full suite of building enclosure services to a range of clients. The firm primarily focuses on historical restoration and maintaining the style of an existing building. In addition, CANY also oversees new construction, to help ensure building is up to code and safe.

Jennifer Pucci, Director of Human Resources at CANY, says the firm's recent success spike has been a challenge, as CANY has swiftly moved from 20 employees to around 60 today - with plans to expand to 125-plus within the next 4-5 years.

Pucci decided to further look into a solution to help manage this hiring trend.

"We are growing quickly and actively recruiting," she says. At the same time, our management is constantly focused on ways to restructure the company as we grow; our processes are much different now than when CANY was a 20-person company."

No matter what growth strategy they choose, senior executives are dedicated to CANY's core values, one of which is to never let employees feel like a number.

"Most of all, they want to keep the family feel," Pucci says.

ADP Marketplace Partner

ADP Client: CANY, New York, NY

Industry: Engineering / Construction

Number of employees: 60

ADP Marketplace Partner:
OrgChart Now

Business: OrgChart Now provides a cloud-based solution that allows you to quickly assemble organizational charts from your ADP Workforce Now® platform. Customize charts manually or by using data driven rules. Instantly highlight vacancies or contract positions even if your chart contains thousands of boxes. Whether you are presenting to the Board of Directors, your management team or employees, OrgChart Now allows you to create the charts you need. OrgChart Now, a better way to manage your charts and visualize your HR data.

Learn more about OrgChart Now:

<https://marketplace.adp.com/orgchartnow>



Testing the ADP Marketplace waters

CANY implemented ADP Workforce Now®, a cloud-based HR platform for payroll, time, benefits and more at the start of 2018. According to Pucci, working with ADP's implementation team turned out to be a highly positive, smooth experience. Once the configuration was completed, she next pondered growth-driven strategic planning, which typically includes having a clear view of the entire organization.

After talking to her ADP sales representative, Pucci learned about an OrgChart Now promotion, available on ADP Marketplace, to provide her with the organizational view she wanted and accessed the solution on a 30-day free trial. From the start, she was impressed, especially with the way it seamlessly integrated with ADP Workforce Now. Following basic configuration instructions, Pucci was up and running within 15 minutes.

"I especially like that I didn't have to manually type anything," she says, noting that other organizational chart options she had explored required manual work. Another plus was ADP's existing relationship with OrgChart Now, including the fact that ADP has application programming interfaces (APIs) for seamless data sharing which keeps tedious manual work to a minimum. Pucci also liked that ADP places a high value on data security and integrity – all ADP Marketplace partners that integrate with ADP undergo a rigorous security audit.

"Knowing that the OrgChart Now solution had been through an approval process as part of ADP Marketplace is a positive," she says. Until she tried OrgChart Now, her use of other similar tools had left her unimpressed. Not only was manual data required, she explained, but formatting was inconsistent.

Pucci's desired features in an org chart solution include:

- Easy-to-use, with fill-in text capability while maintaining format
- Drag-and-drop
- Ability to change org report styles

"I want to be able to choose different organizational structures easily, something modern and technology-based," Pucci says, noting that OrgChart Now offers those features, and more.

Org charts can deliver a clear picture

Even in a company with 60 employees, organizational charts typically are very handy and can help people from the business side to do strategic workforce planning, Pucci explains. Plus, for new hires and employees, it helps them understand the organization and who to go to for help on projects and with questions.

"A good org chart helps them navigate the organization more effectively," Pucci says. "Of course, getting payroll right and tax compliance right is very important, and ADP has proven stability and excels at what they do."

Pucci adds that she found ADP Marketplace a very useful platform for smaller companies in that "it can help such organizations find the solutions they need in order to run their business, to focus on what they do best" in meeting their specific needs.

"It's well-designed and having the APIs and solutions in the ADP Marketplace can help get the features you want right away," she says. "Knowing everything on the platform directly and easily connects with ADP is key. The last thing I want is to manage multiple systems."

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