

Planning tool brings structure to the competencies of a major electrical installation company

SIF Gruppen has experienced significant growth in recent years. This has increased the need to maintain a clear overview of competencies and course planning in order to develop and retain employees. To meet this need, the company has established its own academy, based on the digital solutions from Planorama, which provides tools for competency management.

There is a clear sense that things are moving quickly at SIF Gruppen — not least with the company's CEO, Lars Mejlby. Around 400 employees work on projects involving installations, comfort, safety, and energy management in private, commercial, and public buildings, as well as the establishment, operation, and maintenance of electrical systems along roadways.



To develop and retain employees in a highly competitive market, Lars Mejlby has made a deliberate investment in continuing education for the entire staff — and this effort is fully systematised. It is carried out in close collaboration with the small software company Planorama, which develops tools specifically for managing competencies:

“We have many employees in our organisation, and given the intense competition, we want to develop and retain our people, ensuring they are always up to date with the work they perform. This leads to much greater job satisfaction and a more efficient workday,” says Lars Mejlby.

“Planorama's solutions have proven to be a perfect fit for our organisation. Digitising competencies and systematising the course programmes that match them has turned out to be extremely effective. Today, we offer a catalogue of around 200 courses, which we continually make available to employees — both as physical courses and increasingly as e-learning,” he adds.

Things have been cleaned up

Lars Mejlby acknowledges that it is only in recent years that the company has truly realised the full potential of the solutions Planorama offers. The increased focus on competencies has led to a major clean-up in the number of courses, as each department previously had the option to arrange its own training with providers — often resulting in overlap and duplication. “We have complete control of that now because it has been systematised,” he says. And he isn't stopping there: “We must always be able to document our qualifications and the quality of the work we perform. This is where Planorama has its great strength, because qualifications, training, certificates, and more are digitalised. With the employees' consent, of course, we can extract information from the system — and that saves a lot of time and a lot of money,” says Lars Mejlby.

The performance review (MUS)

The performance review is one of the key starting points for ensuring a successful employment journey. Here, a plan is created for the employee's development, and any gaps in training can be

addressed through a multi-year plan in the form of the company's career ladder, allowing employees to specialise and pursue further education.

SIF Gruppen has 86 electrical apprentices and trains around 17 each year. The company aims to guide apprentices in directions that match their interests and strengths — while also aligning with areas where the business sees potential and need. A large proportion of newly qualified electricians stay with the company because they can see opportunities for growth.

“We also work with onboarding. This means that when new employees join, we assess their competencies, after which they go through video courses covering the things they need to know in order to get started here,” explains Lars Mejlby. Video content has proven to be highly effective because it offers a fast and inherently visual way to absorb information — quickly and with clear purpose.

Strategic agility

At the overall strategic management level, SIF Gruppen also makes use of Planorama's solutions: “When we make strategic decisions — for example, to move the company in a certain direction, to focus on a specific niche, or to initiate other types of initiatives — we can use Planorama and our academy to steer the organisation toward the planned direction. We can immediately support the development with courses and competency building,” says Lars Mejlby.

A collaborative partnership that drives development

Planorama has collaborated with SIF Gruppen for eight years — and it has been an exciting journey. “It's a successful partnership where we see the full potential of our system being unfolded. It is a dynamic process where we continuously evolve together with the customer. We both learn along the way and are constantly inspired to develop new features,” says Michael Bosholdt, owner and partner at Planorama.

About Planorama

Planorama is a software development company located in Stenløse in North Zealand. The company has developed one of the most agile systems for activity administration. Planorama automates up to 90% of the manual processes a business typically handles in relation to activity management and course administration, as well as onboarding information and learning for new employees.

In addition, the platform includes competency management, ensuring that employees have the necessary training, certificates, etc., required to operate machinery or perform specific tasks. Another module focuses on performance reviews, ensuring follow-up and a clear overview of agreed objectives.

The company serves both large and small organisations across various industries, including the construction and engineering sector.