



STAFFING | PROJECT | LEADERSHIP

A PIVOTAL SHIFT: INSIDE THE BOLD TRANSFORMATION OF A TOP 100 LOGISTICS COMPANY

THE PROBLEM

LEGACY SYSTEMS WERE HOLDING THEM BACK

As one of the world's top logistics companies, growth was never the issue—scalability was. With a complex, homegrown transportation management system (TMS) showing its limits, the organization turned to Paragon to do a comprehensive evaluation to explore three options:

- a. Enhance and evolve the existing system
- b. Transition to a best-in-class, off-the-shelf solution
- c. Explore a hybrid approach that blends the best of both worlds

This wasn't just a systems review—it was the first step in a bold transformation to unlock future-ready operations.

THE PROCESS

Paragon was selected for this critical assessment because of our expertise in the transportation vertical and proven history of providing top tech talent. The team included:

- > A seasoned architect and functional leader with over 20 years of experience in designing and implementing TMS solutions
- > A solutions architect with over 11 years in the TMS arena
- > A technology expert proficient in the language the legacy system was developed.

What was initially expected to take 400 hours, Paragon completed in under 200 hours, saving nearly \$125,000 while seamlessly integrating into their organization to become an extension of their team.



**\$124,800
SAVED**

THE SOLUTION

Due to a number of factors, including time, cost and internal/external customer feedback, it was determined that it would be more efficient and cost effective to keep the existing system and build around it.

Key insights from the evaluation included:

> Retention of the homegrown system

It became clear that preserving the existing TMS would be more advantageous than migrating to a new system. Internal and external stakeholders expressed comfort with the current setup, and prior attempts to replace it had failed. The ability to support the legacy code, ColdFusion, was a critical factor in this decision.

> Strategic upgrades

The recommendation was to upgrade the existing ColdFusion system and upgrade the architecture from a leg- based platform to a stop-based structure that natively supports both inbound and outbound industry standard API and EDI integrations.

> Integration of off-the-shelf solutions

To complement the homegrown TMS, the client plans to integrate additional off-the-shelf TMS solutions, such as CargoWise, MercuryGate, Revenova, OTM and others. This integration will occur through API connections, ensuring that the homegrown system remains central in aggregating information for both internal and external stakeholders.



Having worked with Paragon IT in my previous organization, I was already familiar with their expertise and strong reputation. When I selected them for my current transformational project at a large logistics company, I had complete confidence in their ability to deliver. They have not only met but consistently exceeded my expectations, proving to be a trusted partner that excels in communication, problem-solving, and technical competency. I would highly recommend Paragon IT.

- CIO, Top 100 Global Logistics Company

NEXT STEPS

With Paragon's guidance, what began as a system evaluation became a strategic inflection point—propelling the company toward smarter operations, scalable growth, and a future built to lead. The client is poised to leverage their existing TMS while integrating new technologies, establishing a PMO, constructing a QA function, and adding additional development and data support.