

**JUST 30 DAYS TO DELIVER
AN INTERNATIONAL SOLUTION**

CASE STUDY

**HRO - PAYROLL, BENEFITS, HR ADMINISTRATION AND RECRUITING
NEWNET TECHNOLOGIES, DIGITAL COMMUNICATION & COLLABORATION PROVIDER**



CHALLENGE

A large acquisition by the client of an international company grew by nearly 10x its initial size overnight, introducing massive new HR challenges—including technology integration, support and new legal and compliance responsibilities for their employees in 18 countries around the world.

The incumbent outsource HR partner—a large, Fortune 50 firm—was not up to the challenges posed by the acquisition and the tight schedule it imposed.

The client needed a more flexible, personalized approach from a new partner with broad expertise in these new areas of HR administration and services—along with a willingness to be present, engaged and available around the clock to complete the transition within 30 days.

SOLUTION

emphasisHR was selected because of their reputation as absolute creative, proactive problem solvers.

With just 30 days to deliver a comprehensive HR, technology and admin solution—they created a plan that addressed HR, payroll, compliance laws in the United States as well as the 18 countries, saving the endangered acquisition deal.

As an ongoing partner, emphasisHR managed and administered the core HR functions, including onboarding and reporting. emphasisHR also managed the scheduled downsizing and offboarding to ensure compliance requirements were met and ensured a smooth transition that didn't disrupt the business.

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In the past, HR firms we've worked with lacked the tech know-how to deliver the high-touch, concierge-like service we received since moving to emphasisHR. Our complicated international reorganization called for extensive legal and logistics insight, and that's what emphasisHR delivered. They're more than a part of the team; they're my army of experts and I can always count on them to be there with the answers I need. ”

CARRIE MURPHY
DIRECTOR OF HUMAN RESOURCES

RESULTS

With the enormous HR burden lifted, C-level executives were able to pursue the acquisition. The client was able to keep head-count low because they worked with a third-party, helping the acquisition move ahead without a hitch. And the adjusted head-count throughout the merged organization has given the client the freedom to operate with confidence and long-term security.

HR IN 18 COUNTRIES WAS BROUGHT ONLINE IN 30 DAYS. OFFBOARDING WAS COMPLETE IN SIX MONTHS. COMPANY LEADERSHIP COULD DEVOTE 100% OF THEIR TIME TO THE BUSINESS OF GROWING THROUGH ACQUISITIONS!