



## CASE STUDY

### Human Resources Transformation

B2B Services (1,500 employees)

#### Situation

Our client had grown rapidly through acquisition. Acquired companies were integrated to different degrees leaving the HR landscape with a patchwork of business processes, pay practices, and benefits programs. The CHRO retained Agilitas to facilitate development of a business case supporting full transformation of the human resources function.

#### Approach

- Extensive analysis of org structure, job descriptions, HR tech, and HR business processes.
- Twenty-plus hours of interviews with middle and senior leaders throughout the organization.
- Benchmarked the HR function (people, process, technology) against competitors and companies with similar profiles to identify best practices.

#### Outcomes



**Recommended more than twenty changes to people, processes, and technology within the human resources function—a substantial number of which were adopted within the following twelve months.**