



## Case Study: Human Resources as a Service (HRaaS)

### Who We Are

Thrive HR Consulting provides fractional CHRO Support and value-based HR support through predetermined fees. We want the business to know exactly how much engagement will cost. Thrive HR Consulting will support your HR needs virtually or in person. Our team has experience in Mergers and Acquisitions, C suite executive coaching, employee relations, millennial consulting, performance management, employee engagement, talent acquisitions, and digital HR transformation, and the ability to improve overall HR performance for your organization.

### How We Can Help

Our firm has experience providing clients with turnkey solutions that satisfy all recruiting needs. From consulting with managers on the initial opening to creating job requisitions, we are here to provide you with exceptional candidates and make the hiring process much easier for you. We assist you with setting up your internal talent acquisition strategy and establishing the metrics you need to ensure your strategy runs effectively. We can assist you in building out both your domestic and international recruiting capabilities.

### What Makes Thrive HR Different



Practical Experience



Proprietary Insights



Expertise



Collaborative  
Approach



Responsiveness



Global  
Reach

# Case Study | Human Resources as a Service

## Background

A global technology company of 500+ employees with operations in India, France, and the Bay Area. This start-up company provides technologies for public safety organizations and is headquartered in San Francisco.

### **The Client's Challenge:**

A new CHRO joined the company and wanted to ensure they had access to current data on all 500 employees in one system (BambooHR) for accurate accounting and reporting. Data in BambooHR only had US information. France and India's data were housed in each country. Reporting relationships were needed for the creation of organizational charts. Updated pay and bonus target information and equity grants were kept on spreadsheets. Compliance information was kept in SharePoint, ATS, HR laptops, and paper files. Job descriptions were in different files, and some key roles had no Job Descriptions. The accuracy of the data was questionable.

### **Our Solution:**

We approached the situation by establishing objectives that could be tracked by % completed. We also set up weekly team meetings to review progress and ensure the team (EE's and Thrive Consultants) knew the areas of focus and deliverables for the week and that the team was working on the most critical work - verified weekly by the CHRO. We also produced a weekly status update for the team, which included a one-pager with goals, weekly work completed, plans for the next week, and the accuracy of all EE records. We updated all electronic files, ensuring all compliance documents and job descriptions were in the system, and presented the percentage of employee data completed in BambooHR.

We focused on auditing the HRIS system and correcting/updating all the employee data in BambooHR. The goals included: ensure the accuracy of all employee records, update all electronic files, ensured all compliance documents are in the system, and all Job Descriptions were in the HRIS.

## The Results:

As we were completing our project, the BOD appointed a new CEO of this 500-person company. As a new CEO, she was looking for data and asked the CHRO for:

- Headcount Reports
- Organizational Charts
- Turnover Data
- Developers in India, Europe, and the US, and what are they paid?
- Compliance Reports – I-9, Tax Forms, Electronic EE Files
- Salary Ranges, Bonus Targets, Equity Program
- Do we have job descriptions for all employees?

The HR Team had updated EE records, electronic employee files were updated; all compliance documents were in the system, and all JDs had been updated and filed in the HR system. The HR Leader was able to run all the required reports and create updated org charts for every function, headcount data, turnover data, etc. The HR Leader was able to provide all the data to the new CEO requested.

The HR Leader was viewed by the new CEO as having control of their HR data and operation.

The new CEO also invited the HR Leader to present to the Board of Directors Compensation Committee. The presentation will be on C-Suite compensation, base pay, bonus pay, and equity grants compared to the market. The CHRO made recommendations on future pay for the company leaders. All the data presented was also developed by the Thrive Consultants for the BOD meetings.

Thrive HR Consulting is providing Compensation as a Service to our customers today, as well as on-demand support. HR Leaders like our clients need to focus on having accurate HR data that drives reporting, analytics, and understanding of the workforce. CEOs are demanding this data, and our team can ensure that you are prepared for C-suite questions about your employees.

**Ready to Move Forward Together?**

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