

Talent Advisory

Case Study

Outsourced HR Model for Tech Startup

For a very well funded leader in the media
streaming technology space

Technology Practice

Background

Our client is a small but very well funded leader in the media streaming technology space.

What was the exact ask

The client was looking to streamline their HR processes, create a performance driven culture and support to run their people practices.

The process

We started with understanding the desired state of culture and people practices at the organization. This was done through workshops with the founders. Next step was to understand the current state, and this was done through focus groups with the employees. These two steps helped us identify the gaps basis which an action plan was crafted. Specific actions taken:

- Drafting the desired culture statement and the behaviours associated with it.
- Defining the various policies, keeping in mind the best in class and the desired culture.
- Setting up a robust performance management process and running a cycle of it. This was done by changing their existing process from an anniversary based appraisal system to a common annual system.
- Communication strategy and execution through townhalls and electronic media.
- Designing and running an onboarding program.
- Running the end-to-end HR and recruiting function for the organization in an outsourced model.

Project Duration

Ongoing