



INTEGRATED WORKFORCE SOLUTIONS TAKE CENTER STAGE



Media Conglomerate

36,000 Employees

300+ Locations

Founded 2004

BACKGROUND

As one of the world's leading media and entertainment companies, the company develops, produces and markets entertainment, news and information to a global audience. The company owns and operates a valuable portfolio of news and entertainment television networks, a premier motion picture company, significant television production operations, a leading television stations group, world-renowned theme parks and a suite of leading internet-based businesses.

WORKFORCE CHALLENGES

As a large, global media company with a long history of mergers and acquisitions, the company needed to standardize and streamline human resource functions for more than 300 locations around the world. With each location's management teams operating with their own staffing vendors, hiring processes and job titles, the parent company had difficulty gaining visibility into their total labor spend, employment risk and workforce metrics.

Lack of vendor oversight for more than 75 staffing suppliers, inconsistent rate structures and an unenforced tenure policy, had resulted in increased cost and compliance risks. In addition, the company had a relationship with an existing, third-party, payrolling vendor that would need to be integrated into an umbrella solution that could manage a wide range of contingent workers and multiple company locations. To solve these complexities, the company required a workforce partner with the resources, flexibility and expertise to unify their employment practices throughout the organization.

CASE STUDY

About AgileOne

AgileOne's consultative approach solves workforce challenges by combining innovative talent procurement technologies and programs, with experienced industry professionals to deliver a suite of total workforce solutions. We maximize the value of our customers' workforce, decreasing liability and overhead associated with human capital management.

SOLUTION

The implementation of AgileOne's award-winning managed services program (MSP) AllSourceMSP and vendor management system (VMS) AccelerationVMS, gave the company a single-source solution with the capacity to manage the entire temporary hiring lifecycle. The addition of AccelerationICC and AccelerationSOW allowed the company to automate the tracking, invoicing and recordkeeping for independent contractors (ICs) and better manage their statement of work (SOW) projects.

AllSourcePPS gave company managers another payrolling option without compromising their relationship with the third-party payrolling vendor already in place. Further, by bringing the existing payrolling vendor into AllSourceMSP, AgileOne was able to integrate their payrolling information and invoicing into AccelerationVMS to give the client a centralized repository for data and reporting.

To overcome internal resistance to a centralized solution and to address the dynamic nature of their business, AgileOne designed a change management plan to provide individual locations with a thorough explanation of the positive impact the AgileOne program would have on their unique business needs. By providing "proof of concept" AgileOne earned the stakeholder buy-in that was necessary to increase the adoption of the program by each location.

RESULTS

Although participation in the AgileOne program is not mandatory, early successes have increased voluntary internal staff adoption to over 50 percent. Adherence to the company's contingent worker policies, including tenure, has also increased; providing the company with additional risk protection while increasing their tier two diversity spend.

The implementation of vendor management standards, allowed the company to add 37 qualified staffing suppliers to their network - increasing diversity. Day-to-day on-site operational focus, supplier rationalization and the implementation of a formal independent contractor qualifying program helped to reduce costs by 35 percent.

By centralizing the collection of data within AccelerationVMS, the company is able to generate reports that give visibility into contingent worker activity across the organization. These analytics allow company leadership to make strategic decisions concerning their labor spend.

Program spend is projected to grow over \$130 million over the next 1-2 years. Adoption by the company's affiliates is expected to expand as they continue to choose AgileOne's service option to meet their workforce challenges.

