

Third Space

Training for life



THE PROJECT

Third Space asked us to review their existing HRIS set up and to make recommendations on how it could be developed. The team knew that they needed more functionality but were not sure what. They did not know whether to improve their existing system or look for an alternative.

There is a strategic plan to expand the club network and we were able to analyse their needs now and into the future. Having analysed the needs identified by the team we were able to make a range of recommendations. We considered the relative risks and benefits of each approach and presented this to the team.

Our report provided them with a sufficient business case to look for a new HRIS provider that could meet their needs. We then commenced the selection process, defining detailed needs for a range of teams and stakeholders before short-listing the options available and running a tender process.

During the demonstration phase, ReThink HR advised the team to ensure clear and consistent questioning of vendors around key functionality. We actively participated in the review and decision-making conversations that followed.

Once a preferred vendor was identified, the People team were then able to build a robust business case for presentation and ultimate sign-off by the executive team.

AT A GLANCE

The project

Website

www.thirdplace.london

Industry

www.thirdplace.london

Employee Count

900 employees based in 12 clubs across London, rapidly growing

Project stages

- Strategic Review
- Selection

Challenges

- Need to identify exact scope of project and specific requirements
- Need to future proof system for expansion
- A robust evaluation system and business case was needed

PROJECT OUTCOMES

- Clarity on business requirements and the efficiencies that will be possible with change
- Team confident to build a clear business case for investment in HR systems
- Confidence in having reviewed the market and identified the best match for now and the future



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**Ife Lawrence,
People Operations Manager**

TESTIMONIAL

As a rapidly growing company with ever changing needs, ReThink's holistic approach to the discovery phase of our HR tech project was a perfect match and has been invaluable. Their diligence, attention to detail and ability to translate our business needs to potential vendors during the selection process has given us the confidence that we are making the right long-term investment in a new system, that we wouldn't have otherwise had.

Ife Lawrence,
People Operations Manager