

CloserStill Media

Building data and engagement on a global scale



THE PROJECT

CloserStill Media had identified a key need for a new HR platform with global capabilities. The business had grown rapidly by acquisition and was struggling to be able to manage data and business processes in a consistent way.

ReThinkHR worked with the global team to collate the system requirements. HR specialists and local business unit leaders all provided valuable insights into the functionality they would require from a new platform. After a detailed selection process, the CSM team decided that HiBob was the most suitable option for their teams.

Our team were delighted to continue working with CloserStill to deliver the implementation. The HiBob platform consisted of core HR, configuration of custom data fields, localisation requirements across territories, time and attendance, engagement surveys and performance management.

We also worked closely with HiBob to enable integrations with a range systems including MS Teams, TeamTailor and ADP Workforce Now. We were able to add operational efficiency and reduce the need for re-keying data, significantly reducing time spent and risk of error.

A range of global teams needed hands-on configuration and training on behalf of the CSM HR team; Our project management allowed the team to deliver the project as quickly as possible.

On completion, we handed everything back over to the CSM team who were then able to effectively manage all of the global system requirements with a high level of understanding and knowledge of the system.

AT A GLANCE

The project

Website

www.closerstillmedia.com

Industry

Events & Conferences

Employee Count

500 employees based in global locations – London, Coventry, New York, Singapore, Germany, France, Spain

Project stages

- Selection
- Implementation

Challenges

- Managing data and business processes across a rapidly growing business
- Ensuring consistency in data management and business processes
- Integrating the chosen platform with existing systems such as MS Teams, TeamTailor, and ADP Workforce Now
- Working with a diverse range of global teams.

System Selected



PROJECT OUTCOMES

- Core HR platform configured for global and local offices
- Payroll outputs as required (reports and integration dependent on country) for accurate data transfer
- Workflows and task lists to provide enhanced automation and consistency for processes globally
- Significantly improved data clarity across entities resulting in enhanced reporting capabilities in terms of accuracy and time taken to generate



“It has been a pleasure to work with the ReThink HR team, their consultants have guided us through and supported us when we were under pressure. I would be very happy to recommend their services to any organisation looking to select or implement a new HR system.”

**Stephanie James
Group HR Director**

TESTIMONIALS

“We started working with ReThink HR when we wanted to introduce a global HR system for our business. We operate in 6 territories across the world and, at the time, had no consistent and accurate way of managing our people data.

ReThink HR ensured that we had detailed selection criteria which took into account the need for a new system to work well in every country we operate in and also had a clear focus on employee engagement. We have a young workforce and we knew that having the ability to communicate and share good news on a new HR system would be of great benefit for the business overall.

Having reviewed a range of vendors we chose to implement HiBob and the ReThink team continued to work with us to provide additional resource for the implementation, as well as the project management and systems knowledge that our team needed to make it a success.

We have now rolled out the system to every country and added some new acquisitions along the way, all of which has been so much easier than it would have been with our previous system. HiBob has been really well received by the team and the sheer number of posts from employees globally shows that engagement with it is high.

It has been a pleasure to work with the ReThink HR team, their consultants have guided us through and supported us when we were under pressure. I would be very happy to recommend their services to any organisation looking to select or implement a new HR system.”

Stephanie James, Group HR Director