

A Customized PEO Approach

A Consolidated Plan for a
Globally Disbursed Workforce



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ABOUT

Global PEO Services (GPS) helps companies expand globally without having to set up legal entities or deal with related talent acquisition, HR, benefits, payroll, tax, and compliance issues. Hire fast, stay compliant, win globally.

Our Client, a non-profit, engages with nearly 1,800 communities across more than 40 countries and territories worldwide. Their mission is to develop a better quality of life for communities through education, financial stability, and health. As a global organization, they needed support from Global PEO Services (GPS) for many of their international employees to maintain smooth operations. Our fast and timely support meant that our Client was able to positively impact and interact with the communities that depend on them.

Our Role

Instead of using various payroll solution providers to manage their global employees, our Client wanted to consolidate services under one provider. With employees in China, Colombia, France, and South Korea, they understood it would be a challenge to make these transitions.

As we reviewed the individual employee circumstances, we found out that each country was set up by different service providers using various methods. Some employees were set up under entities, while others were using disparate PEO services. In addition, several employees were nervous about switching PEO providers.

We understood our Client's needs, as well as the concerns of their employees, and formulated a plan to consolidate all employees under the GPS umbrella within the Client's timeline.

Employee Communication

As a first step, we created a communication plan to inform and educate all employees about the process, which included customized emails and FAQs for each country. A centralized team was appointed for the Client to keep everything streamlined and provide quick answers. All concerns from employees about continuity of benefits, payroll, ongoing HR support, and communications were addressed.

In addition, GPS onboarded all employees onto our proprietary Global Human Capital Management software. With the new HR system supporting all employees, the Client's HR teams gained access to global workforce data and reporting while employees had an easy way to manage their day-to-day HR needs. Most importantly, our software helped the Client ensure compliance with country-specific labor, HR, benefits, and data privacy requirements across all countries of operations.

Consolidation and Smooth Transition

As we progressed through this transition process, GPS managed all coordination, communication, and documentation requirements from the various vendors. We ensured that our Client's focus stayed on their core mission while we ensured a smooth transition.

Key areas we worked on included:

- Continuity of payroll and benefits in each country
- Took over the compliance and operational burden, globally
- Dedicated team of multi-disciplinary experts to assist with global expansion needs
- Provided a single point of contact for ease of communication

Making an Impact

- ④ Our Team is dedicated to delivering measurable results for our Clients. The PEO services were provided according to the Client's timelines to empower their people and drive growth.
- ④ The Client now views GPS as a long-term partner that can help them expand to several other countries in the future.
- ④ Consolidation of vendors helped the Client improve efficiency and reduce operational hassles and oversight needs.
- ④ Consistent collaboration and open dialogue with the Client, their employees, and other vendors provided a positive experience for everyone involved.
- ④ Our fast and timely support meant that our Client was able to positively impact and interact with many individuals and communities.

Case Summary

- » Successful transition of employees to one consolidated PEO solution across four countries (China, Colombia, France, South Korea)
- » Created seamless employee transitions in accordance with an aggressive timeline
- » Consolidated approach to reduce number of disparate vendors, as well as the operational and compliance burden on the Client



Contact Us

www.globalpeoservices.com

info@globalpeoservices.com

+1(408) 913-9130