

Enabling Strategic Growth and Award- Winning Culture through Integrated HR

How a Scalable, Follow-the-Sun HR Model
Drove Millions in Savings and Operational
Excellence for a Federal IT Leader



Executive Summary

A prominent federal IT innovator, experiencing rapid growth, faced a critical challenge: scaling its HR function efficiently after a previous attempt to build an offshore team had failed. By leveraging our integrated staff augmentation model, the client gained access to expert HR Business Partners who became a seamless extension of their team. The results were transformative: **over \$1 million in savings** over four years, **a 32% reduction in overhead expenses**, and the strategic freedom to win prestigious industry awards. The partnership's success led to a significant expansion of our scope into Finance and Quality Management.

The Challenge

Scaling HR Effectively After a Failed DIY Model

The client, a U.S.-based IT GovCon services leader specializing in digital transformation for federal agencies, needed to ***scale its HR operations to support rapid growth***. The internal team was overwhelmed, dealing with a complex array of functions from onboarding and compliance to benefits administration and strategic HR analytics.

The core challenges were a critical ***skills gap, sudden scaling needs, and high team workload***. A decade prior, the company had ***attempted to establish its own offshore team to save costs***, but the model failed due to management complexities and an inability to drive productivity remotely.

The stakes were high. Without a scalable, efficient HR function, the company risked:

- Inability to support its growth trajectory.
- Continued strain on internal resources, leading to burnout.
- Higher operational costs and reduced competitiveness.

They needed a proven partner to deliver a ***cost-effective, fully-managed*** remote talent solution.

The Solution

A Proven, Integrated Follow-the-Sun Model

The client chose our staff augmentation service for its demonstrated ability to deploy quickly, understand the government contracting niche, and provide a flexible, cost-effective solution.

Our approach was built on integration and transparency:

1. ***Rapid Deployment:*** We provided suitable, skilled HR Business Partner candidates within 2-3 weeks of the initial brief.
2. ***Seamless Integration:*** We instituted daily stand-up calls with the client to ensure smooth onboarding, continuous alignment, and that our professionals acted as a true extension of their in-house team.
3. ***Managed Expertise:*** We provided a fully-managed "follow-the-sun" model, eliminating the management burdens and productivity pitfalls of their previous failed attempt.

This partnership allowed the client to offload redundant tactical work and gain strategic HR capabilities without the overhead of full-time hires.

The Results

Multi-Million Dollar Savings and Industry Recognition

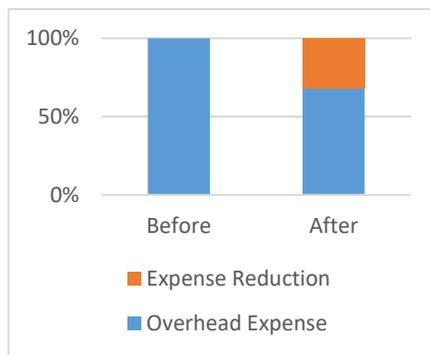
The impact of embedding our HR professionals was profound, delivering both immediate financial returns and long-term strategic advantages.

Financial & Operational Impact



Significant Cost Savings

Generated over **\$1 million in savings** over a four-year period.



Reduced Overhead

Achieved an immediate **32% reduction** in the client's overhead expenses.



Revenue Protection

Supported business growth, **protecting an estimated \$2 million in revenue** by ensuring efficient, proactive HR operations.

Strategic & Qualitative Impact

- **Award-Winning Culture:** Enabled the client to focus on strategic people initiatives, contributing to them winning the ***Washington Post Top Employer award*** and multiple other industry accolades.
- **Program Implementation:** Successfully implemented key strategic programs including Health and Wellness, Mentorship, and strategic benefits management.
- **Enhanced Efficiency:** Dramatically reduced onboarding time, directly improving "***time to bill***" for government contracts and boosting cash flow.
- **Scope Expansion:** The overwhelming success of the HR engagement led to a expansion of our services to support the *client's* ***Finance and Quality Management teams***.



Client Testimonial

"Their support has been indispensable to our operations. There's one weekend in particular where we had to onboard a significant number of people—we simply couldn't have done it without their team's dedication and seamless integration. They are a true force multiplier."

— *HR Leadership, GovCon IT Services and Solutions Provider*

About Our Services

We provide more than just staff; we provide fully integrated, managed teams that become a seamless part of your operation. Specializing in HR, Finance, and Operations for the government contracting sector, we offer a cost-effective, scalable alternative to building your own offshore team. Our model is designed to reduce your overhead, increase efficiency, and free your core team to focus on strategic work that drives growth and wins awards.