

FRACTIONAL COO - CASE STUDY

Establishing a Hiring Process and HRIM System for a Logistics and Delivery Company

ABOUT

A logistics and delivery company faced challenges in managing their hiring process and HR information for a team of over 100 drivers. They recognized the need for an efficient and streamlined hiring process to quickly onboard new drivers. Additionally, they required an HR Information Management (HRIM) system to centralize HR data and support ongoing management of the team.



CHALLENGE

The logistics and delivery company struggled with time-consuming and inconsistent hiring practices, resulting in delays in onboarding new drivers. Additionally, their HR information was scattered across multiple platforms, making it difficult to manage and access vital employee data. These challenges hindered efficient driver recruitment and effective HR management.

SOLUTION

To address these challenges, the company engaged Thrive Business Operations and our Fractional COO services as experts in HR management and process optimization. The Fractional COO team collaborated with the company to develop and document a comprehensive hiring process. They conducted interviews with key stakeholders, analyzed existing practices, and identified areas for improvement. Based on this research, they designed an efficient and standardized hiring process that included job posting, screening, interviewing, and onboarding procedures.

To streamline HR information management, the Fractional COO team researched and implemented a suitable HRIM system. They identified a system that could centralize HR data, automate hiring and onboarding workflows, and provide essential employee information to team members. The system facilitated the seamless flow of information, reducing manual efforts and ensuring quick access to HR data.

RESULT

The implementation of the Fractional COO's solution had a significant positive impact on the logistics and delivery company. The established hiring process led to quicker and more consistent driver recruitment and onboarding. The standardized procedures enabled efficient candidate screening, resulting in the timely addition of new drivers to the team.

The implemented HRIM system provided a centralized platform for managing HR information. Team members could easily access and update employee data, reducing administrative burdens and ensuring accurate record-keeping. The automation of hiring and onboarding workflows improved overall HR efficiency and allowed HR personnel to focus on strategic tasks.

As a result, the logistics and delivery company experienced enhanced hiring practices, efficient onboarding, and centralized HR information management. The streamlined processes and centralized HRIM system increased productivity, reduced costs, and improved team collaboration. The company was well-positioned for continued growth and success in managing their expanding team of drivers.