

## HR Case Study: Early-Stage Software Development Company

Since 2003 Isosceles have provided a full outsourced finance and accounts solution, including part-time Finance Director, to a venture capital funded software development company based in Guildford.

### The Requirements

For the company, who had developed a unique platform for creating, deploying and operating digital content services, it was imperative to maintain their commercial edge and remain at the forefront of this emerging market. They decided therefore to outsource non-core activities, leaving the board and management team to focus on the business.

Whilst the company was small, basic HR duties were undertaken by the office administrator and the CEO, but soon became too large and onerous a task without specialist help.

### Why Isosceles

The decision on whom to outsource HR to was an easy one. Isosceles had already proven themselves to be flexible, cost-effective providers of 'best in class' services. Isosceles outsourced finance and accounts, payroll and HR services fit naturally and seamlessly together.

### The Service

The Isosceles service is not a 'one size fits all' service and can be customised to individual requirement. The key features of the Isosceles service are:

- Part-time 'HR Manager' and employee support line
- Audit of existing employment contracts to identify and correct legal, contractual and administration errors and anomalies
- Recommendations of HR policies and procedures

- Development of staff handbook
- Production of contract of employment templates
- Induction of new staff and management
- Administration of employee benefits
- Administration of employee holiday
- Management of sickness and attendance records
- Payroll
- Appraisal administration
- Advise on staff performance issues
- Support to managers on dealing with disciplinary procedures, appeals, hearings and grievances



### The Results

Isosceles have supported all stages of the company's growth from start-up, through numerous funding rounds, to their eventual sale.

"Successful organisations need flexible providers like Isosceles," commented their CEO.