

Driving Human Resources Efficiency Through HR Technology During Entity Merger

Topics

Human Resources
Transformation

Industry

Business &
Professional
Services

Team Size

1 Partner
2 Managers

Duration

12 months

Situation

A growing financial institution turned to Growth Operators during a critical reorganization that merged two entities into one. At the same time, they were rolling out a new HR information system to unify payroll, benefits, and workforce management. With limited internal resources and competing priorities, their HR team needed an experienced partner to lead the project, coordinate across departments, and ensure a smooth transition.

Execution

With deep HR and project management expertise, Growth Operators guided the client through a complex transition while keeping employees supported and engaged. Key steps included:

- Merging two entities into a unified payroll system and migrating 727 employees
- Implementing a new HRIS for payroll, benefits, recruitment, onboarding, and engagement
- Automating manual tasks with workflows and vendor integrations to reduce errors
- Managing benefits enrollment for 492 employees and shifting payroll schedules
- Rolling out change management, training, and an employee wellness survey

Result

The client achieved a seamless transition with stronger HR systems, streamlined compliance, and immediate access to accurate workforce data. Employees gained a more user-friendly experience with self-service and AI support, while HR eliminated manual processes and gained time for strategic initiatives. With Growth Operators' guidance, the company is now positioned for scalable growth and a stronger workplace culture.