

### Company overview

INDUSTRY: **MANUFACTURING / LIFE SCIENCES**

LOCATION: **USA & UK**

NO. OF EMPLOYEES: **3,000**

Industry leader with over 40 years of experience in manufacturing diagnostic systems with products focusing on the diabetes market, specifically blood glucose monitoring systems

Our client was originally part of a larger Life Sciences group but split from the larger group.

### The challenge

The split from the larger Life Sciences group meant that the new company no longer had the benefit of, or access to, a number of systems, process or procedures and therefore required to build a Contingent Workforce Strategy from the ground up.

Implementing contingent workforce policies and processes is one of the most common challenges we see with clients implementing their first Contingent Workforce Program. This client was no different and we were more than ready to help.

### The outcome

We were able to define and implement policies across our client's business that created a level of consistency and value that their business was expecting. Based on our experience, we were able to co-develop the policies, ensuring they were aligned with the desired benefits of their program. These contingent workforce policies were able to touch on other significant aspects of their company such as company culture and risk tolerance which helped ensure they achieved the business results they were looking for.

### The solution

Our client's "phase 1" was to deploy a Contingent Workforce Program in the US and UK, before expanding to other countries. When we launched our Contingent Workforce Management Program (CWMP) implementation in 2019, in the United States and United Kingdom which represented the key head office and manufacturing locations. This service went live in early 2020 with a roadmap for expansion across the globe in 2020/21.

Core activities during the US/UK implementation included:

Discovery, analysis and migration of both on contract and maverick spend and workers. Implementation of an CWMP and Vendor Management System (VMS). Definition and documentation of contingent worker policies and processes.

### FAST FACTS

300 contingent workers per year

Technology used: Three Story Software

Roles hired include life sciences, manufacturing and corporate services

Co-developed and implemented brand new policies and procedures

Set our client up for success by focusing on key areas such as culture and risk

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