**Human Resource Partnership Case Study:**

**Opportunity:**

Our client was a fast growing commercial laundry firm, specializing in the healthcare community, when it called upon Human Resource Dimensions to provide it with alternatives to a traditional Human Resources department. At the time, the company had over 300 employees in three different plants in Georgia. Its plan was to grow and to grow quickly, both in terms of employees and the number of plants. Although a non-union company at the time, our client recognized that its growth would require acquiring or developing union operations.

**Action:**

Rather than creating an in-house HR function, or totally outsourcing HR to a third party, HRD created a unique “in-sourcing” arrangement which provided dedicated HR professionals to work in the plants. Although these were HRD employees, they were fully integrated as members of the management team. This arrangement allowed HRD to assist in the planning, staffing, on-boarding, integration and training of personnel for a successful acquisition in Tennessee. Eventually, as the company expanded through acquisition in the Northeast, HRD provided assistance to the company’s three plants in New York, some of which were union shops. Recently, the organization relied on the HRD team to spearhead its brownfield development of a plant in Pittsburgh, including the staffing of the entire plant.

**Benefit:**

The company’s partnership with HRD has operated successfully for over three years and has allowed the organization to maintain its torrid growth, with close to 1,000 employees in seven plants. As a way to effectively measure and reward the value of this arrangement, part of HRD’s fee is based on the company reaching its strategic goals. When the client meets its financial and operational targets, HRD is eligible for incentive payments. This arrangement has forged a unique business alignment between the the company and HRD.