



**“ I COULDN'T HAVE ASKED FOR MUCH MORE FROM THE ROLLOUT OF A NEW SYSTEM ”**

**PEOPLE FIRST HAS INSTANT IMPACT AT CONSULTING FIRM**



**CUSTOMER**  
BB7 Consulting Ltd.



**SECTOR**  
Consulting and Professional Services



**NUMBER OF EMPLOYEES**  
165



**PRODUCTS SUPPLIED**  
People First

## ABOUT BB7 CONSULTING LTD.

Established in 2009 and going through a rapid period of growth, BB7 Consulting Ltd. is an independent advisory firm focused on fire, security risk and resilience. They offer strategic advice, innovative design, construction oversight and risk management services, enabling them to reduce uncertainty, deliver value and facilitate design ambition.

## SPOTTING THE PROBLEM

**“Everything was manual. It relied on managers filling in Word documents and sending them back.” – Katie Frisby, People and Culture Advisor**

Katie Frisby's HR team at BB7 Consulting Ltd. was getting no real value from their HR system. With a mounting pile of paperwork, as well as repetitive tasks, even seemingly simple HR tasks were taking far longer than she'd like. Crucial information was held on a spreadsheet, so finding data was more like a scavenger hunt.

Things had to change. Katie wanted an HR system where employees could do their own admin such as updating their bank details. She needed to streamline recruitment and onboarding and manage annual leave more effectively.

She wanted a system that would facilitate improved communication across seven sites and a hybrid workforce. She wanted everything in one place and to be able to report easily and with confidence.

## KATIE FINDS A SOLUTION

Katie first met MHR at an industry trade show in 2022, MHR's partnership with Microsoft Dynamics was an instant appeal, as BB7 Consulting Ltd. was starting to implement this software for project management and finance. Cross compatibility was vital to prevent more issues flaring up in the future.

Even so, Katie looked closely at three potential providers before deciding on People First, MHR's latest HR and payroll platform. With an intuitive interface and user-friendly design, it was a massive upgrade compared to their existing platform.

People First instantly enhanced and automated a range of processes across the HR team, from recruitment and onboarding to talent management and policies monitoring. Crucially, it significantly improved communication across the business, which was vital given that BB7 Consulting Ltd. operates from nine locations across the UK and Ireland.

**“ PEOPLE FIRST GIVES US ALL THE TOOLS WE NEED. EVERYTHING'S IN ONE PLACE, AND IT MAKES YOU FEEL MORE CONFIDENT IN YOUR ROLE WHEN YOU'VE GOT ALL THE KNOWLEDGE THERE TO SUPPORT WHAT YOU'RE DOING AND WHO YOU'RE TALKING TO ”**

KATIE FRISBY

## RESULTS AND BENEFITS

The implementation of People First has already led to a number of great benefits for the company. These include:

- Enhanced top-down communication
- Monitoring who has read policies leads to improved compliance
- Benchmarking is simplified



HR ARE SAVING TWO+ DAYS PER MONTH ON ADMINISTRATION TASKS



FEEDBACK HAS BEEN POSITIVE WITH PEOPLE SAYING IT IS EASY TO USE AND SAVES TIME



ONBOARDING IS QUICKER AND EASIER



**“ IT HAS DEFINITELY MADE OUR LIVES EASIER ”**

KATIE FRISBY

**“ PEOPLE FIRST HAS REALLY TRANSFORMED US AND OUR SOPHISTICATION AS A COMPANY ”**

KATIE FRISBY