



HyperFlex Workforces -

On-demand, fully-flexible workforces that partner with Side-Hustle contractors to drive high levels of workforce efficiency, productivity & flexibility

The Client

A growing, mid-sized Australian SAP Services firm

Client Challenge

The client was facing significant challenges in managing their growing workload efficiently and cost-effectively. They had a rising demand for SAP project and support work from clients but were hesitant to hire new permanent employees or full-time contractors due to the fluctuating nature of demand. Hiring full-time resources would strain their billable time and costs, while not meeting demand would lead to overburdened existing staff, potentially resulting in employee burnout and staff attrition. The client's attempts to find a solution through traditional recruitment companies had proven unsuccessful.



The Talentology Solution

Recognizing the need for a flexible workforce, the COO of the client company, who had a long-standing professional relationship with Talentology's Trevor, reached out for assistance. Talentology, in partnership with its trusted SAP-specialist IT SME Squad, Xen Consulting, devised a unique solution called the 'HyperFlex Consulting Workforce.' This workforce model was designed to meet demand efficiently without imposing a minimum spend requirement.

Talentology and Xen Consulting leveraged their extensive talent networks to identify and engage senior SAP consultants willing to work on a fully flexible, on-demand basis. The goal was to attract professional B2B contractors who could undertake this work as a 'Side Hustle,' offering the flexibility to work within and outside normal business hours on a remote basis. Four consultants who met these criteria were vetted and selected by Xen Consulting and approved by the client. Talentology and Xen also provided comprehensive onboarding support, and ongoing post-engagement assistance through weekly team scrums.

Outcome & Benefits

1. **Success and Positive Feedback:** The implementation of the HyperFlex solution has been a resounding success, with consistently positive feedback from both the client and the HyperFlex consultants. This model proved to be a valuable and effective solution to the client's workforce challenges.
2. **Cost Efficiency:** Although the average daily rates for HyperFlex consultants were slightly higher than those from traditional recruitment agencies, the overall cost was significantly less than engaging a standard full-time contractor. The on-demand billing and consumption model ensured that the client paid only for the resources they needed when demand arose.
3. **Increased Productivity:** HyperFlex consultants exhibited higher levels of productivity because they were motivated to complete their allocated tasks efficiently, allowing them to fulfill their obligations to other clients. The flexible nature of their engagement contributed to their motivation and commitment.
4. **Enhanced Trust:** Over time, a strong level of trust was developed between the client and both Talentology and Xen Consulting. This trust was built on consistent delivery and effective collaboration, leading the client to invite Talentology and Xen to conduct a campaign to hire five permanent SAP consultants, which was successfully completed. This demonstrated the client's confidence in the capabilities of Talentology and its partners.



Conclusion

In conclusion, the adoption of the HyperFlex Consulting Workforce model, facilitated by Talentology and Xen Consulting, enabled the client to address their workforce challenges effectively. The flexibility, cost efficiency, productivity, and trust established through this partnership have not only resolved immediate concerns but have also laid the foundation for long-term collaboration and growth.

This case study highlights the advantages of innovative, flexible workforce solutions compared to traditional recruitment methods in addressing complex staffing needs.