

## Success Story

# Tenth Revolution Group streamlines HR security and data

Global cloud talent firm grows its international workforce easily, thanks to Sage People



Tenth Revolution Group is a global leader in cloud talent solutions specialising in the training and recruitment of IT professionals. The company comprises two arms: Frank Recruitment Group, an IT recruitment agency, and Revolent, an IT skills training company. It has 21 offices globally and over 2,000 employees. It has 21 offices globally and 1,800 employees.

Tenth Revolution Group is a fast-growing talent company, with big growth ambitions in a rapid growth sector. All companies within the group operate as separate entities, but with complementary offerings. To ensure sustainable group growth, the organisation needed a global workforce strategy — and total visibility of its employees on a global scale.

### Key outcomes

- Real-time data doubles HR and People team's productivity
- Automated reporting halves time spent on data and analytics in the team
- One day a week saved onboarding new joiners through built-in automation
- Multinational functionality supports business growth into new markets

**Company**  
Tenth Revolution Group

**Location**  
United Kingdom

**Industry**  
Business Services

**Sage Products**  
Sage People

**TENTH  
REVOLUTION  
GROUP**

### About Tenth Revolution Group

Tenth Revolution Group is a global leader in cloud talent solutions specialising in the training and recruitment of IT professionals.

**Sage**



### **Growing pains**

Tenth Revolution Group was on an aggressive growth trajectory, at one point hiring over 100 people per month, causing HR administrative challenges. Years ago, the company only had rudimentary People data — stored in different places in each of its global offices — and there were no dashboards or automated reporting, meaning everything was segmented and manual. Each process had a separate system, and each office had a slightly nuanced way of doing things. It was clear the organisation needed a single source of truth with accurate, real-time data that could be relied upon at any time, as well as provide a secure platform to store employees' personal data.

Anthony Cummings, Director of Infrastructure and Operations, says the group's leaders knew where they wanted to take the company — to deliver the most sought-after cloud talent in the world — but they did not have an HR system that could support them. They selected Sage People due to its ability to manage a multinational workforce globally from a single secure, intuitive system. Sage People would enable and equip them to meet their big growth aspirations and expand the business.

“The functionality the platform offers, is a great fit for purpose, and the platform can scale, and grow with us as a business,” says Mark Hill, CIO at Tenth Revolution Group. “The fact that the platform is built on Salesforce has provided us with some reassurance of the underlining technology,” he adds.

### **Becoming a data-centric people business**

For the first time ever, Tenth Revolution Group had a truly digital HR system with one true source of People data. Accurate and reliable real-time data enabled the leadership team to formulate a global strategy for sustainable growth across all of the group companies. Moreover, financial and analytical reporting could now be generated instantly, saving time and enabling the group to make better-informed decisions.

“Sage People is the heart of our employee data and crucial to our master data strategy. This data repository and integrity informs our KPIs, budgets targets and forecasts,” says Anthony. Sage People's self-service functionality also means employees have ownership of their data, removing unnecessary admin and paperwork from the HR and People teams.



200 hours of onboarding admin is now reduced to less than 10 minutes, with the help of Sage People.

### **Time-saving automation**

The biggest success to date has been the process for new joiners, movers, and leavers. Before Sage People, onboarding a new employee took almost two hours to set up on the system from a tech perspective. With over 100 hires each month, that equated to around 200 hours of onboarding admin. Now, it takes less than 10 minutes and saves the HR team one day a week.

Moreover, for employees who move across companies and countries within the group, records are now automatically updated to reflect their new KPIs, salary and benefits. “Sage People has been a godsend. Without automation, we would have had to drastically increase our service desk function within the IT operations team just to handle the joiners, movers, and leavers,” says Anthony.

Similarly, previously the HR team would send out onboarding forms, information requests for bank details, home addresses, and emergency contacts via email, which they would then have to input into the database manually. Now, new starters automatically receive a customised email and input the data themselves, saving time for the HR and People team, which they can use for more strategic initiatives. Automation has all but eliminated HR admin in the company.

### **Focusing on value-added services**

Thanks to Sage People’s time-saving automation, the HR and People team are far more productive, spending more time on the things that matter: the employees, and building great workforce experiences for them. It has also enabled the HR and People team to work across the organisation rather than in silos, focussing less on admin and more on talent, ensuring the right skills are in place across each company to meet group-wide financial goals.

By using a global cloud HR and People system like Sage People, Tenth Revolution Group now also no longer needs any servers or databases to manage. In fact, built on the Salesforce App Cloud, Sage People offers unparalleled reliability (99.9% uptime), secure access, privacy and availability, meaning IT no longer need to manage the system themselves. “We don’t have to have the team bogged down in administration and operational work now. We’ve been able to re-allocate technical resource to focus on projects which bring further value to the business.” says Anthony.



“Sage People enables us to improve the way we do things and make our employee experiences even better.”

**Anthony Cummings**

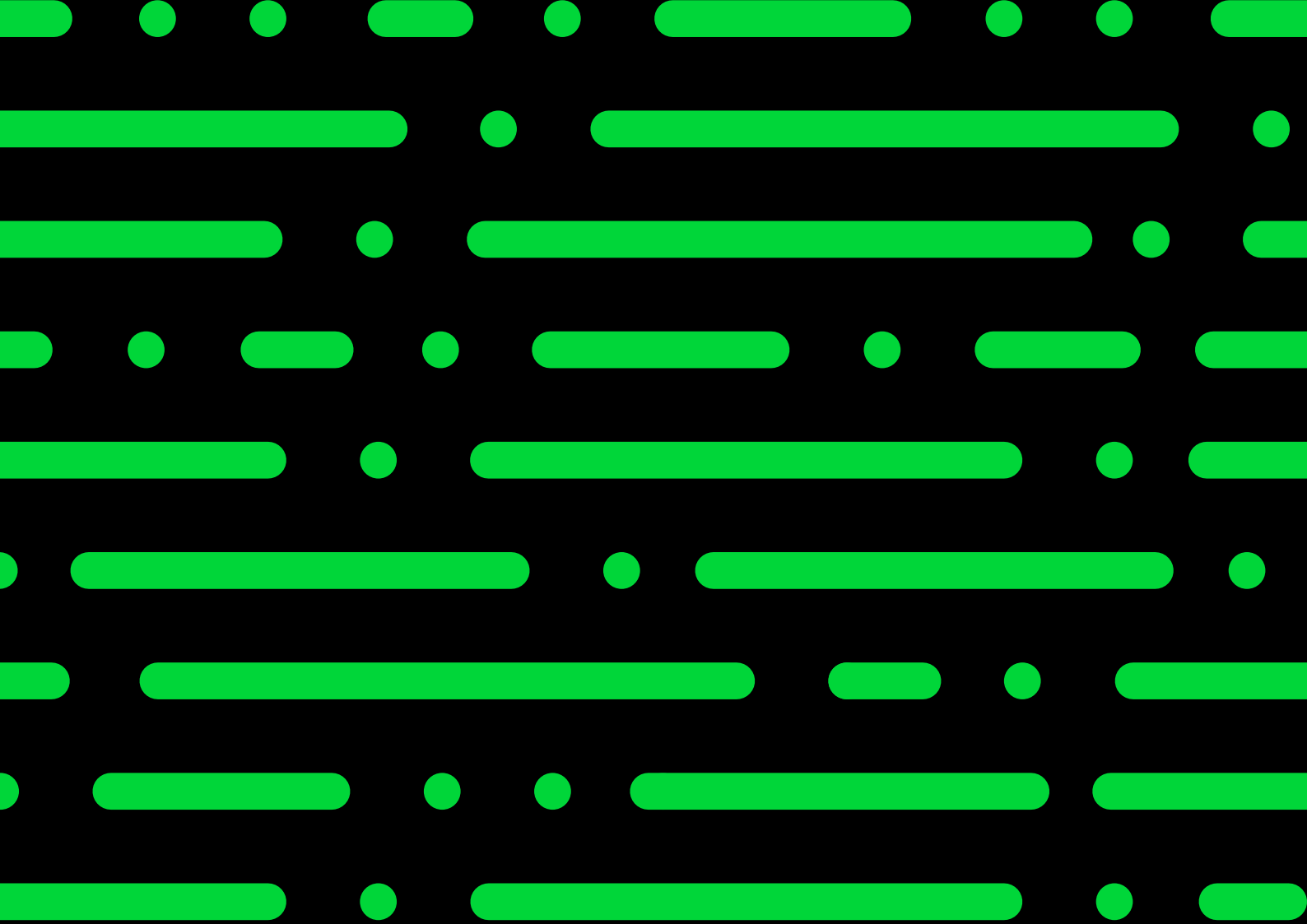
Director of Infrastructure and Operations,  
Tenth Revolution Group

**Future growth**

Tenth Revolution has ambitious plans to hire 1,500 new starters in the next 12 months, and is confident that Sage People will enable it to carry out its global expansion successfully in each state and country, using data to accurately map out and hire the talent needed to grow.

One element Anthony particularly finds useful is the flexibility within Sage People to adapt its functionality to meet the Group’s changing needs.

“Sage People is always evolving its functionality, and as it is highly configurable, it enables us to improve the way we do things and make our employee experiences even better,” concludes Anthony.



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