

CASE STUDY

HOW TRYING A NEW PEAK SEASON STAFFING STRATEGY ALLOWED HIRE DYNAMICS TO TRAIN CONTRACT WORKERS EXCEPTIONALLY WELL, PROVIDING TERRIFIC RESULTS FOR THE CLIENT

SITUATION

Summary

A regional distribution/supply chain company expected a significant increase in order volume for the holiday season and needed to add – and train contract team members to its workforce.

Challenge

The company was in the middle of moving its operations and expanding and also was using an ondemand staffing platform/app to find workers. This resulted in an inconsistency in worker quality. It also meant that a few of the client's employees had to take time from their duties to train the peak season workers.

WE ARE EXCITED AT THE SUCCESS OF THIS STRATEGY AND PLAN TO UTILIZE IT IN THE FUTURE FOR OTHER HIRE DYNAMICS CLIENTS WE'RE ALSO THRILLED THAT THIS TACTIC ALSO BENEFITED OUR TEAM LEADER CONTRACTORS, AS IT HAS THE POTENTIAL TO HELP THEM PROGRESS WITHIN THEIR CAREERS.

OUTCOME

Hire Dynamics' Solution

We implemented a team-leader strategy: we brought in five contract team leaders at a higher hourly rate a few weeks before the expected holiday rush to supervise and train additional contractors as they were recruited.

The team leaders were able to earn the trust of the client's employees and learn the company's processes well in advance of peak hiring season.

The Results

Our team leaders trained and supervised the peakseason contractors so well that the client was able to ship its products smoothly and without incidents during its busiest weeks of the year. Our team leaders also benefited as they now can add supervisory/management experience to their resumes.

Hire Dynamics 

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