



Case Study: HR Transformation & Process Optimization

Scaled HR operations and modernized compensation to support 5x workforce growth

Background

Amid rapid growth from approximately 100 to over 500 employees, the organization's HR function struggled to keep pace with increasing complexity. A lean team was supporting a significantly larger workforce, with many core processes still handled manually.

This led to inefficiencies across payroll, recruiting, and HR operations, while increasing compliance risk and administrative burden. At the same time, an outdated compensation structure had not been updated in several years, creating challenges around pay equity, retention, and market competitiveness. With an upcoming leadership transition, the organization needed to modernize systems and build a more scalable HR function.

Our Approach

Fahrenheit Advisors partnered with leadership to assess, modernize, and scale HR operations through a focused, phased approach:

Assess & Identify Risk

- Evaluated HR operations, technology, and team structure
- Identified gaps in scalability, efficiency, and compliance

Design Scalable Processes & Systems

- Designed future-state workflows across payroll, benefits, recruiting, & performance management
- Leveraged Paylocity capabilities to automate processes and reduce manual effort
- Streamlined payroll structure and standardized key processes

Modernize Compensation Tools

- Conducted compensation study using market data and benchmarking
- Evaluated pay equity and alignment across roles
- Designed updated salary structure and job leveling framework
- Modeled cost impact to support leadership decisions
- Recommended enhancements to the total compensation package

Scale HR Structure & Operations

- Aligned HR structure to support continued growth
- Implemented an ATS and improved recruiting workflows
- Strengthened benefits administration and compliance processes

Impact Delivered

- Reduced payroll complexity from **100+ pay codes to approximately 20–40**, significantly lowering manual workload
- Transitioned from **manual processes to system-driven workflows**, improving efficiency and accuracy
- Increased utilization of **HRIS capabilities** to enable automation across key functions
- Expanded **team capacity** by reducing administrative burden and improving process clarity
- Maintained **operational continuity** through a critical leadership transition
- Established a **market-aligned compensation structure**, improving pay transparency and consistency
- Improved **internal pay equity and compensation clarity**, supporting retention and long-term workforce stability

Healthcare
INDUSTRY

500+
EMPLOYEES

\$100M
ANNUAL
REVENUE

FAHRENHEIT
ADVISORS
A SMITH+HOWARD Company