

How **remote workforce** is helping businesses **scale faster**

Flexipert's top tier remote talent and flexible engagement models are disrupting the future of work



Status Quo Bias

(n) a cognitive bias that makes people accept things as they are. Even while knowing the problem, there remains resistance to change.

For businesses, it's vital to avoid falling into the trap of status quo bias.

The limitations of the traditional way of working

It is functional but not flexible.

When you look closely at the traditional workforce composition, a critical undercurrent beneath it needs solving. The most common challenges that businesses confront are:

- ★ **Talent shortage:** According to a leading management consulting firm, 85 million positions may go vacant by 2030 due to a void of skilled Candidates. According to a Gartner report, the most significant impediment to new technology adoption is the talent shortage.

69% of companies worldwide encountered a talent shortage problem in the year 2021.

*Research by Manpower Group

- ★ **Flexibility:** The business sector, like the rest of the world, is unpredictable. Unforeseen events, seismic leaps in technology, and shifting customer needs might have a rapid impact on the corporate climate. Businesses must be agile and adaptable. They should be able to expand and contract their capacity in order to be better prepared for unanticipated circumstances.

94% of industry executives agree that company agility is critical to success.

*Deloitte Human Capital Research 2017

- ★ **Talent Cost:** Stubborn inflation and a severe skills scarcity are driving organisations to not only pay more for attracting new talent but also continue rewarding their existing employees in order to prevent them from leaving. This is putting undue strain on their finances and profits.

Recognize the limitations? With the traditional workforce model, businesses may be growing but they aren't flourishing.

History bears the evidence — anytime humanity encounters a crucial problem, it resorts to a better method of functioning.

Talent shortage: Offshore was the answer

After having faced a talent shortage and cost constraints for years on end, global MNCs solved the problem by going offshore. This enabled them to access a larger talent pool, assuring 24/7 availability, resolving capacity challenges, and significantly lowering business costs.



Back to the future: Remote is the new offshore

The revolution that allows you to leverage talent from all around the world. You get an offshore edge without the long, complex contracts and governance overheads. High quality professionals, one at a time.

Flexipert brings you what was previously the exclusive realm of big corps

Once upon a time, when the world was run according to the old paradigm of working, a few passionate tech heads having run a human staffing company for more than a decade — vowed to solve the critical challenges of the talent supply chain.

We are a remote talent management platform opening the floodgates to a gigantic pool of top-tier remote talent for businesses across the globe. Our mission is to help you unleash an offshore talent pool, bigger than ever.



Putting power in the hands of clients

Unlike self-service remote marketplaces, our solution doesn't stop at being a talent acquisition platform only. We don't make you go through a barrage of profiles available to hire.

We go beyond matchmaking. Our team understands your requirements and curates a small set of relevant profiles, outcasting the irrelevant.

- ✔ **Dedicated Account Management Team**
- ✔ **5-Day Free Trial For Every New Hire**
- ✔ **No Questions Asked Replacement Assurance**
- ✔ **Cancel Any Time Without Notice Period**



Additionally, we ensure our **involvement throughout the assignment lifecycle and due diligence**

Cost-effective, but not at the expense of quality

You get Fortune 500 quality talent — handpicked and pre-assessed.

Then how are we able to lower your costs?

Flexipert's pay-per-use capacity model helps you enhance your financial efficiency.

- Reduced hiring efforts
- Pay-per-use talent model
- Capacity on tap with no lock-ins
- No liability, flexible contracts
- Offshore advantage

What's more? Flexible engagement models.

1. **Part Time:** Hire for a pre-defined number of hours and get promised.
2. **Full Time:** Hire dedicated resources and introduce remote workers to your local team mix.
3. **Assignment Based:** Hire for assignments requiring specific skills and achieve predictable milestones and timelines. You pay for the deliverables and not the hours.
4. **On Demand:** Hire for a short duration to meet a predefined business objective.

The easter eggs

35% of less hiring efforts

20% of time saved in hiring

We understand remote, we recognise the challenges that may come

Flexipert Anywhere Technology

Flexipert's proprietary technology platform, backed by centralized oversight and an auditing team, ensures that we make the most of our resources. In return, the clients benefit from availability, predictability, and industry-leading productivity.



Built on experience, insights & tech expertise of more than a decade

READ CASE STUDIES

How Flexipert enabled a global sports gear brand to fill a giant resource gap.

Backstory

The passion for keeping people outdoors led this global sports gear brand based in Portland. The brand was fortified with industry-leading technologies and products tested in their own backyard.

While their goods & wares reflected their indomitable spirit, on the far side, their stellar marketing effort was limited by workforce inefficiency. **That's when the business discovered Flexipert.**

The Problem

Dealing with a plentitude of data for their operations, our client was on a mission to build a digital workforce via Robotic Process Automation to automate mundane, high-volume, rule-based, and repeatable tasks.

With a clear vision to bring Robotic Process Automation into the mainstream, our client started aligning the products and resources from the ground up. The team chose the top two web-based management systems — Automation Anywhere and Pega Resource — with the goal of transforming their workforce.

Where was the mind block: A giant resource gap was a fly in the ointment. In North America, the demand for technically equipped resources exceeded the supply – leading to a dearth of talent. As a result of this disequilibrium, the talent cost went over the odds. In brief, talent was either not available or was fiercely expensive.

Goals

- #1 To dive at the hurdle of talent supply and clip the top.
- #2 To unearth a cost reduction system that matches the business's financial capabilities.
- #3 To bring themselves to the forefront of Remote Digital Workforce.

The Flexipert Difference

Flexipert's Fortune 500 quality remote talent helped them unleash a talent pool, bigger than ever — reshaping their workforce makeup — at a cost that surprised them. To complement their workforce efficiency and maximize automation, Flexipert actualized a constant influx of remote talent, who within a span of 9 months helped the business meet its automation goals at a 70% reduction in operational cost.

The big picture:

- #1 Together, they succeeded in completing the project 3 months in advance.
- #2 The team gave pertinent architecting solutions for the application.
- #3 This project led to the inception of business enthusiasts who were ready to galvanize every facet of their digital workforce. Confidence was at an all-time high.

To date, a 10-member remote team has been working with them in accordance with the internal automation goals. As our client's legendary founder believes in the theory “beyond perfectionism” — now they're focusing their minds and manpower on the bigger problems faced by their consumers.

READ CASE STUDIES

How Flexipert worked with a mid-sized company to build the next-generation revenue management.

Backstory

An average business invests thousands of productive hours every year in managing tenders and sales quotes to gain millions in revenue. A quick browse through tender management shows just how competitive the market is. How can businesses discover new tender opportunities? How to optimize sales quotations? How to ensure compliance? The difference lies in technology.

Our partner in change, **The Next-Generation Revenue Management & Optimization company**, works towards leveraging machine-learning models and software automation to help companies optimize their tendering in an integrated system. When the business decided to shift its focus to Salesforce, getting tailor-made on-demand support was as convoluted as finding a needle in a haystack.

The Need

A Salesforce developer to join their growing Salesforce team remotely — someone who was a hands-on Apex developer with expertise in developing scalable software for the Salesforce.com platform.

Why it wasn't like any other project: The timeline was crunched. The eligibility criteria were very narrow. The supply had to fit in a tight pit.

The Flexipert Difference

Cube RM and Flexipert formed a strategic partnership to ensure the new resource could strengthen the brand's tech equity, anticipate the needs, and provide predictable results.

- ★ Single resource delivery: Our values were aligned and support was provided in filling up a critical position for one candidate.
- ★ On-demand delivery: Closed position within the given term.
- ★ Dedicated delivery team: Even though unit-wise, the project could be considered small, it matters to us in ways it does when we deliver a whole workforce. A highly focused team supported the client's needs for closure.
- ★ Smooth transition: We ensured the transition went smoothly without speed breakers and assistance was provided till the requisite delivery and until both parties were comfortable to go on autopilot.

Technical wins

- #1 SFDC code development within the company that broadened its product offering.
- #2 Introduction of new features to building custom interfaces — their prime proposition.
- #3 Structuring and materializing of technical training material for future Salesforce staff.

Highlights that deserved confetti

- #1 Single resource delivery
- #2 New perspective brought to the table
- #3 A strategic partnership that sketched roadmap sketched to future technological advancements

The big picture: We live in a world driven by technology. The plug-in of a desirable resource brought predictable results to the table in **customizing the technical side of the organization's Salesforce instance** — leaving the company with an upper hand. The exercise proved to be the stepping stone for an empowered technical team ushering in next.

As our client says, the difference lies in technology — sometimes, it happens remotely.

- **How does Flexipert work?**

We link you with highly skilled remote consultants whether you need one individual or a complete team. You only interview our pre-assessed set of consultants and choose the ones who best fit your business requirements. Our offerings extend beyond talent acquisition. We facilitate collaboration with the talent and handle all supporting operations such as contract management, timesheets, and payments.

- **How quickly can you staff an open position?**

We're committed to filling your remote position within 2-4 weeks. In a typical Flexipert engagement, we'll present candidates to you within 48 hours. 90% of our clients hire one of the first three individuals we introduce to them. Our assurance is based on our extensive screening of consultants to ensure we only supply talent of the highest caliber.

- **How does your service help us reduce talent cost?**

There are three elements that will help you save cost on your talent. Our account manager-led fulfillment streamlines the recruiting process. Our staff does the heavy lifting throughout the interview and selection process. Furthermore, our flexible engagement models ensure that you only pay for the utilised capacity and that you can terminate the engagement with short notice.

Our resources operate from offshore locations, giving you a labour arbitrage advantage. Professionals operating from offshore locations are usually 40-60% more economical than those of the same quality in established markets.

- **What industries do you specialize in?**

We serve clients from a variety of sectors and specialize in remote-friendly abilities. The majority of our services are in technology, finance and accounting, administrative and customer support, marketing and creative, and legal.

**Harness the potential of
our remote workforce.
Build an organisation that
thrives on scalability.**

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Scan to fill out our contact form. It'll only take two minutes.

