

Small team, big impact:

How Be Biopharma scales HR reporting & analytics with **PeopleInsight by HireRoad**

PeopleInsight by HireRoad enabled Be Biopharma to **streamline its HR processes** by automating manual data collection and reporting, empowering their small people team to make **faster, data-driven decisions** with confidence.



Executive Summary

Be Bio is a pre-IPO biotech company with approximately 100 employees. Their four-person people team is lean, without any dedicated people analyst or data science support. Be Bio wanted to introduce robust analytics tools into its HR and workforce management processes to enable data-driven decision-making. Key decision-makers quickly identified PeopleInsight by HireRoad as the ideal solution.

PeopleInsight allowed Be Bio to automate several tedious processes and significantly reduced manual labor:

- Saved **80 hours** annually via **year-end reporting automation**, valued at **\$10,240**
- Saved **80 hours** annually via **compensation reporting**, valued at **\$10,240**
- Saved **60 hours** annually on data collection and analysis for board meetings, valued at **\$7,200**
- Saved **150 hours** annually on Talent Acquisition reporting, valued at **\$18,000**
- Saved **12.5 hours** on onboarding data collection and reporting, valued at **\$1,500**

In total, Be Bio has been able to save approximately **382 hours** per year with the use of PeopleInsight. This translates to 47 work days, or 9.5 weeks of labor. They were able to save the company **\$47,180** in productivity - significantly more than the cost of their PeopleInsight investment.



Historical Challenges

Prior to working with PeopleInsight, Be Bio's HR team struggled with manual data collection and reporting. It was time-consuming, difficult to scale, and error-prone.

Much of the issue came from the fact that they were leveraging three different HR systems, including Paylocity. Furthermore, the team struggled to access and analyze data coming out of Paylocity, and preparing reports like compensation trackers and quarterly business reports took weeks of manual effort. As a result, several important tasks got put on the back burner, and team members were buried under a mountain of tedious work.

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We would spend a week building spreadsheets — and even then, they were never accurate.



Tracy Chandler

Director of People, Be Biopharma

The Decision to Invest in PeopleInsight by HireRoad

Be Bio's decision to use PeopleInsight was based on several factors:

Centralized and Customizable Dashboards

PeopleInsight allows for HR teams to centralize reporting, automate data pulls, and slice and dice data — all on their terms. This would allow Be Bio to analyze granular information or look at the big picture in a way that it previously couldn't.

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PeopleInsight has centralized all our data into one source, eliminating the need to go into two systems and multiple spreadsheets. It's been a huge lifesaver. I don't really use Greenhouse or Paylocity anymore. I just come to PeopleInsight for all of my information.

— **Tracy Chandler** Director of People, Be Biopharma



User-Friendly Software

With a minimal labor force and no dedicated analytics team, BeBio would require a solution that would be easy to use and require no tech expertise.

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PeopleInsight has been incredibly easy to use. I'm not a data analyst. I've never used Tableau. But the PeopleInsight team helped get us up to speed quickly. Plus, the platform is pretty intuitive, taking our data and visualizing it in a way that we can easily view it and understand it.



Miles Henderson

People Operations Associate, Be Biopharma

Dedicated Analyst Support

PeopleInsight provides dedicated support from a team of expert analysts to guide customers through implementation, onboarding, troubleshooting, and analytics strategy. This would ensure that Be Bio would have the resources and support it needed to unlock the full potential of PeopleInsight from day one.

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We're such a lean team, so the customer care piece was so important to us. The PeopleInsight team was so patient, solving problems quickly ... they made the world seem less overwhelming when everything else felt impossible.

— **Tracy Chandler** Director of People, Be Biopharma



Using PeopleInsight to Guide HR Strategy

PeopleInsight has empowered Be Bio's HR team to provide valuable insights to the company's leadership and help them make data-driven decisions on business strategy.



Pay Equity

Be Bio's chief people officer uses PeopleInsight to examine pay equity within the organization and compare it to the market. They've been able to share these insights with finance and the board, providing recommendations on how to optimize pay equity and strategically use compensation to retain top performers.



Talent Conversations

Be Bio's people team uses PeopleInsight to inform talent conversations with managers across the business. They can easily pull up an analysis of a manager's team, highlighting where each employee stands in terms of compensation, performance, and promotion track. This clearly lays out any inconsistencies for managers to be aware of, allowing for talent conversations to be guided in an organized and scalable way.

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Before PeopleInsight, there was no reasonable way we could pull all that data together for individual manager conversations, which were happening 5–6 times per week. Now, we have everything in one place to easily refer to.

— **Miles Henderson** People Operations Associate, Be Biopharma



Diversity, Equity & Inclusion

DEI has always been a top priority for Be Bio's leadership. Now, Tracy's team uses PeopleInsight to filter their data reports by gender and people of color in order to track DEI trends and identify gaps across recruitment, performance, and promotions. These insights are shared with leadership and allow the people team to educate recruiters and managers on best practices for encouraging equity across the business.



The PeopleInsight Impact

Despite being composed of just four professionals, the people team at Be Bio has been able to scale the team's impact and provide the business with fast, accurate insights through the use of PeopleInsight.

Time Savings

Rather than relying on costly hires, the people team has been able to stay small and nimble and save time on everything from business review data pulls to ad hoc requests from leadership. The people team is also able to arm the chief people officer with clear, easy-to-read dashboards to pull up in meetings, providing instant answers to questions from leadership.

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We went from spending five hours across three people on quarterly reports to pulling them up in two minutes.

— **Miles Henderson** People Operations Associate, Be Biopharma

Confident Decision-Making

Armed with instant data from PeopleInsight's intuitive platform, Be Bio's people team has become more confident in their decision-making when it comes to guiding HR strategy.

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We have a seat at the table. We're now able to provide data-driven recommendations faster and more accurately, and I have more confidence in the data that I put in front of leadership.

— **Tracy Chandler** Director of People, Be Biopharma

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We couldn't make decisions before without spending hours on reports. Now, it's instantaneous.

— **Miles Henderson** People Operations Associate, Be Biopharma



PeopleInsight has empowered Be Bio's people team to be more agile and data-driven, illuminating critical HR insights and informing decisions that impact the entire company.

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PeopleInsight is 100% worth the cost. It saves us time, ensures accuracy, and has become indispensable for our decision-making.

— **Tracy Chandler** Director of People, Be Biopharma

About PeopleInsight by HireRoad

PeopleInsight is a trailblazer in people analytics, offering an affordable, highly customizable solution. Our industry-leading software, unifies your people data and delivers actionable insights in just 5 days. We empower forward-thinking businesses with best-in-class analytics and ongoing analyst support, to create better business outcomes at the lowest possible cost.

For more information, visit HireRoad.com



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