

Case study

New Vision finds partner to support fast growth with full-service HR

New Vision Engineering Solutions provides software to solve product challenges and automates critical business processes for global firms, such as 3M, Medtronic, Emerson and Polaris.

The company was founded in 2004 and is a 2019 honoree of the Inc. 5000, Inc. Magazine's Fastest-Growing Private Companies.

President and CEO Jeff Stebbins relies heavily on a highly skilled, largely remote workforce to deliver cutting-edge technology solutions, so its ability to attract, support and engage these types of employees is critical.

"We look for people who want to be challenged and solve big problems for big companies – but want to do that from a smaller firm. We have to hire exceptional problem solvers that help us excel," says Stebbins. To nurture their high-energy, team-centric environment, Stebbins says it's also important to provide just the right amount of structure while embracing a spirit of agile change. These needs led Stebbins to seek out an HR partner who could help them improve their recruiting power while also supporting their unique culture.

"Insperity provides the confidence... capabilities, HR experience and benefits just like those offered by a large company."

Jeff Stebbins
President & CEO
New Vision Engineering Solutions



CLIENT

New Vision

NUMBER OF EMPLOYEES

3 – 30

LOCATION

Bloomington, Indiana

INDUSTRY

Information technology

CLIENT SINCE

2018

SERVICES USED

Human capital management

Performance management

Recruiting services

Retirement services

OVERVIEW

As New Vision continued to grow, so did the need for an HR partner that could help attract, support and engage a highly skilled workforce across the country. This meant finding a single resource solution with the expertise to support their employees, administrators and leadership.

THE CHALLENGE: RAPID GROWTH REQUIRES UPGRADED PAYROLL

Offering remote work options is a key part of New Vision's talent strategy for attracting high performers. However, operating in multiple states can create intricate challenges for communication, meeting different employee needs and maintaining compliance in a complex regulatory landscape.

As New Vision grew and scaled its processes and team, Stebbins knew it was time to move beyond their current payroll platform and bring in a full-service HR partner. They needed HR expertise to stay up to date on rules, regulations and documentation, and an HR infrastructure to keep the business operating at a high growth pace.

New Vision also needed a turnkey, single-resource solution for employees, administrators and business leaders. "My background isn't in HR, so I wanted to find an HR partner with support roles in each area where we'd need help," Stebbins says.

Stebbins says it was also critical that this partner provide a technology platform with a modern, seamless user experience. As a technology company itself, New Vision wanted its HR software to match the expectations of its tech-savvy employees.

THE SOLUTION: FULL-SERVICE HR AND GREAT USER EXPERIENCE

New Vision explored several national PEOs and HR software providers before choosing Insperty as their HR partner. Insperty's capabilities and technological sophistication made the final selection easy.

The transition to Insperty was largely seamless. New Vision was particularly pleased with how easily Insperty's project managers transferred information from their previous payroll solution provider and kept New Vision updated through the entire process.

Insperty helped New Vision create an employee handbook, PTO and sick leave policies, and employee separation agreements. They also helped streamline and optimize onboarding at a very important time as six new employees were hired in the past two years.



THE VALUE: CONFIDENCE IN HR ALLOWS CEO TO FOCUS ON BUSINESS

Insperty has become a trusted partner to New Vision, and senior leadership appreciates the responsiveness and knowledge each Insperty team member provides on matters ranging from recruiting and retirement to HR compliance.

The Insperty Premier™ platform provides the right tools for administrators, and employees can easily self-manage their benefits and 401(k) plans and access other personal HR information. This saves time and effort, allowing leadership to focus on running the business and preparing for their next wave of growth. The seamless user experience supports employees whenever and wherever they need it – matching New Vision’s agile, fast-paced culture and driving employee satisfaction.

In fact, one of the primary proof points Stebbins uses to validate his continued partnership with Insperty is employee satisfaction. “I’ve heard only positive so far with everyone’s experience...from hiring and 401(k) to general HR – I’ve had great responses from each of those teams,” says Stebbins.

This year, Insperty’s guidance in the COVID-19 pandemic has reinforced Stebbins’ confidence in their partnership. A reliable communication flow has kept New Vision informed on new and changing HR and FMLA policies, and Stebbins rests easy knowing his employees are always in the know with the latest resources Insperty provides.