

MHR

Saving time
and spreading
happiness
with better
HR and payroll



people first





Simplifying and automating time-consuming tasks

Meet the Cookie Dough smile makers

A dynamic, young, family-run business, My Cookie Dough is on a mission to spread happiness and make people smile with its gorgeous cookie dough. As part of its continued global expansion, the company has accelerated its online presence.

Rapid growth brings workforce challenges

The rapid expansion of My Cookie Dough led to numerous workforce management challenges. The company needed a solution that would enable it to:

- reduce time spent on operational functions (such as spending 3-4 days per month on payroll)
- dispense with manual tracking of important HR metrics (such as absences and holidays)
- replace multiple channels with a single point of communication for everyone
- bring together a widely dispersed workforce across the UK and beyond

- ensure that key issues/actions don't get missed
- engage and empower a young workforce, harnessing people's ideas and enthusiasm
- save time on day-to-day activities and drive efficiencies to allow more focus on vision and growth

Many, varied challenges.
One solution.

The positive impact of People First

Having looked at over 40 suppliers, My Cookie Dough felt that none had a solution that would appeal to its young workforce. People First, however, directly addresses both its operational and employee needs. With simple navigation and a social media-like look and feel, the platform gained immediate buy-in from everyone. The whole workforce is now fully engaged, and mobile connection makes it easy for the widely dispersed team to stay connected.

Not having a system for tracking basics like holidays and attendance, My Cookie Dough had been dealing with everything manually. By adopting People First – delivering our

People First directly addresses both operational and employee needs.

managed payroll services on a single database across both HR and payroll – the company immediately appreciated reductions in time, tasks and errors.

As a single platform for the whole workforce – for everything from viewing a payslip to sharing news – People First ensures that everyone knows where to go, and nobody misses out on any communications.

The platform also hosts communities set up by the business and groups of employees. These include 'Thank you Thursdays' to drive employee-led recognition, and communities for New Product Design and Corporate Social Responsibility to capture employee feedback and ideas. The check-in feature enables two-way communication to drive employee empowerment and enables My Cookie Dough to listen to its people.

100%
workforce
adoption

Saves over
1 month
per year
on payroll

Up and
running in
12 hours



“I needed to get back time for me and everyone else in the business. Straightaway we’ve got over 3 days back per month on payroll alone.”

Dean Steel, Operations Manager,
My Cookie Dough

The immediate appeal

My Cookie Dough chose People First because the platform:

- saves time on repetitive admin functions
- delivers everything needed from a single supplier
- features social media-like interaction, ensuring instant take-up by a young demographic
- is accessible via a mobile phone and easy for employees to engage with
- is supported passionately by the MHR team, reflecting their commitment to growing businesses
- is built from the ground up by MHR, a family business who understands My Cookie Dough

The ongoing benefits

From instant take-up and impact to ongoing improvements in outcomes, People First delivers:

- ✓ **Immediate return on investment**
Time savings include 1.5 months per annum saved on payroll alone
- ✓ **Boosted productivity**
Reductions in manual admin free up time for more profitable activities
- ✓ **Better communications and engagement**
With a 100% adoption rate, everyone’s on board and working together
- ✓ **Alignment of a dispersed workforce**
The single, unified platform is easily accessible via a mobile phone
- ✓ **Empowered managers and employees**
It’s where everyone comes together and shares ideas for growing the business

Why People First from MHR?

- A single, truly integrated platform supporting the complete spectrum of HR and payroll needs
- The most intuitive, employee-centric HR and payroll platform on the market, delivering a user experience on a par with the best consumer apps
- A modern, cloud-based, mobile platform built utilising the latest technologies and continually developed to meet the evolving needs of today's businesses
- Faster time to value, and reduced cost of ownership due to the ease of implementation, low management overhead and cloud-based delivery model
- Brought to you by MHR, a financially-independent, privately-owned UK business with a 35-year track record of innovation in HR and payroll

See how easier meets better with People First.

For more on how you can streamline and transform your HR and payroll processes, including a People First demo, just get in touch.

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