



PICTURE PRODUCTION COMPANY



**“People First has really helped us to streamline our processes and save us time as a department.”**

**Connor Clement,**  
Senior HR Manager / Data Protection Officer



**Customer**  
Picture Production Company



**Sector**  
Creative



**Number of employees**  
148



**Products supplied**  
People First HR & Payroll

## About PPC

PPC is one of the largest creative production agencies outside North America, with over 35 years of experience in film marketing, creative advertising and localisation.

## A team of two

Connor Clement, Senior HR Manager and Dakota Davidson-August, HR and Payroll Administrator were a team of two handling a huge number of manual processes. With over 100 employees to manage spread across London and Los Angeles, there was a high risk of double entry. Plus, the use of manual processes was causing headaches, there was simply too much to handle without a digital transformation strategy to support them.

“Now everything's just all on the system. Our employees can go on and download the payslips themselves, for example,” Dakota noted.

## A new way forward

"The rollout of People First was really seamless and that was a result of the app. It's really easy to navigate so the team didn't need much training."- Connor Clement.

When starting the project, the team had a tight timeframe: Everything needed to be rolled out within four months. With the MHR team supporting the process, everything went perfectly to schedule.

A successful implementation of the software and the accessible, mobile-ready app meant employees bought into the system quickly. As a result, the team has transformed how they handle human resources.

Connor noted that the employee self-service features of People First have been a huge benefit to the team. It's now a lot easier for employees to handle a lot of their day-to-day HR requests themselves without needing himself or Dakota to step in, leaving them more time to focus on broader strategies and targets.

The platform has transformed how we do human resources as a business.

Crucially, People First has helped Connor and Dakota refine their recruitment processes. By allowing candidates to book interviews through the system, it minimises the back and forth and creates a smoother experience for both parties. Onboarding is also easier to manage, ensuring every new hire starts off with a great relationship to the business. That leads to unearthing better candidates and getting them embedded into the team more quickly.

Likewise, payroll has had a revamp. HR updates automatically go through to the payroll system, so there's no duplication of effort. That has helped streamline processes giving them both more time with less focus on mundane tasks.

## Key benefits

- Smooth implementation of the system within the four month deadline enabled the team to feel the benefits quickly
- Quick buy-in from the wider business thanks to an accessible design
- Reduced risk of double data entry
- Reduced reliance on manual processes

"The team at MHR were friendly and approachable and answered any questions we had."

Connor Clement,  
Senior HR Manager / Data Protection Officer

