



“ I HAVE NEVER SEEN A SYSTEM AS INTUITIVE AS THIS ”

PEOPLE FIRST IS AN INSTANT HIT WITH PRAXIS REAL ESTATE MANAGEMENT



CUSTOMER

Praxis Real Estate Management



SECTOR

Real Estate



NUMBER OF EMPLOYEES

250-300



PRODUCTS SUPPLIED

People First

ABOUT PRAXIS

As one of the UK's leading real estate investors, Praxis boasts employees in nearly every major city in the UK, with offices in London and Manchester.

PRAXIS WAS FACING A PROBLEM

“I have a big thing about ownership of data. It's so important that employees have direct access to their own data and can modify it as required. That burden should be removed from HR.”

– Joseph Doyle, HR Manager at Praxis Real Estate Management

When Joseph Doyle started working at Praxis, there was a system in place for HR that wasn't working. Data was riddled with errors, and Joseph was forced to build a data repository in Excel, which required

lots of manual entry, data gathering and led to an increased risk of user errors. This was slowing down his HR team's potential.

That wasn't all. He noticed that 'one thing the company had consistently lacked was the ability to share key communications across the board.' Praxis has **nearly 300 employees**, spread across **40 UK locations**, so finding a way to bridge those gaps was key to a positive employee experience.

It was time for a better way.

HOW JOSEPH FOUND A SOLUTION

Joseph knew their current system wasn't fit for purpose. With a background in system implementation, he knew how to set to work finding a better way to solve his HR challenges. But it was a painful process, filled with tedious sales calls that didn't go anywhere.

Eventually, he came across MHR, and after reading some reviews he got in touch with us to find out more. The process could not have been more different, as Joseph's customer experience was put at the forefront. The sales executive took the time to forge a more personal, collaborative relationship with Joseph instead of hounding him with constant sales calls and pressure to buy.

He was drawn to the intuitive social media inspired design of People First, which he knew would encourage buy-in and would give Praxis employees a way to communicate from anywhere, but he also liked how it was able to capture so many different elements for a hugely diverse workforce. The ability to report effectively on D&I made this even more useful.

Joseph started putting together a business proposal about adopting People First which he took to Praxis' board for approval. After pitching the idea, it only took four seconds for a decision to be reached.

"I can tell you the exact words our CEO said to me," said Joseph, "He said 'Well, why haven't we done this already?'"

THE INSTANT BENEFITS

After a pain free implementation process where there were no delays, Praxis is already starting to see benefits:

- Employees can take charge of their daily HR needs without burdening the HR team, increasing efficiency and engagement
- Employees feel connected to the organisation regardless of location for a more cohesive community feel
- Creates a solid platform for rapid upcoming growth, with a 100% increase expected by the end of 2024



EMPLOYEE SELF-SERVICE FREES HR FROM LABORIOUS DAILY PROCESSES



REDUCED RELIANCE ON SPREADSHEETS



EVERYONE UNDERSTANDS WHAT BENEFITS THEY'RE ENTITLED TO AT A GLANCE, IMPROVING WELLBEING



FEWER ERRORS AND A FASTER RESPONSE TIME



" MHR HAS SOME OF THE BEST PEOPLE I'VE EVER WORKED WITH "

JOSEPH DOYLE