



# RIGHT PEOPLE RIGHT JOBS CASE STUDY



**Hiring employees is meant to share tasks as efficiently and effectively as possible.**

**This case study looks at what happens when the right people are in the wrong jobs**

A growing Des Moines event company needed help to expand the business but did know what job to hire for, when to hire someone, and how to best onboard them.

Iowa Fractional Human Resources (IFHR) is Iowa's small business HR Partner. If this case sounds like a problem you want help with, lets chat. Choose from our contact information below.

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## Challenges

Within a growing company, the owner was wearing many hats. She was spending too many hours in the business weekly and was ready for help.

She did not know what jobs to hire for or what tasks they would do. She had an events manager but not someone to help with other tasks.

She was worried about hiring someone without knowing what she needed them to do.

## Solutions

Through a number of in depth conversations, we identified the strengths and preferences of certain tasks within the business for the owner.

We broke items into four categories and discussed them with her event manager.

After review, there were a few items that could be swapped with the manager, owner, and with a new administrative assistant role.

## Results

- 30%** Increase in capacity for new clients. Owner plus manager.
- 15%** Increased revenue during peak month.
- 7+** Reduced hours worked by owner weekly.
- ↑** Boost in team satisfaction with work.

## Testimonial

Mitchell helped me get my time back in my life so I could spend time with my grandkids.

— S  
CEO of Des Moines Event company

## Conclusion

The event company was able to increase their openings for clients resulting in a great return on their investment of hiring on a new administrative assistant.

The new employee meets the company's needs, enjoys the work they do, and the full team collaborates better than ever - all while working fewer hours.