



CASE IN POINT: **PROXUS' Human Resource Outsourcing Solution Helps Client in Times of Growth**

OVERVIEW:

From time to time, [PROXUS](#) will spotlight a client using one - or a variety - of our services to successfully chart a new course or to resolve a challenging workforce-related situation. This month, we feature an arts organization, growing by leaps and bounds, that has become a top attraction in New Jersey: [Grounds For Sculpture](#) in Hamilton, N.J. Grounds For Sculpture is a 35-acre public sculpture park, founded in 1992 on the site of the former New Jersey State Fairgrounds by J. Seward Johnson to promote an understanding of and appreciation for contemporary sculpture for all people. Visitors to the park can enjoy the outdoor permanent collection and indoor seasonal exhibitions, and learn about contemporary sculpture through a variety of educational programs including workshops for adults and children, artist residencies and lectures, tours for adults, schoolchildren, toddlers, as well as touch tours for the blind. In addition, the park also offers various events, a 35-acre arboretum, and shopping and dining, including the highly rated fine-dining destination known as Rat's Restaurant. In 2007, over 100,000 people visited Grounds For Sculpture.

Grounds For Sculpture employs a staff of over 100, working in both the sculpture park and the on-campus restaurants: Rat's Restaurant and the Peacock Cafe. In 2009 Grounds For Sculpture decided to outsource its human resources department to PROXUS, to provide a flexible solution while maintaining on- and off-site HR services and resources.

Please visit www.groundsfor Sculpture.org for more information about the sculpture park or to plan a visit.

SITUATION:

When faced with the opportunity to grow the workforce for an anticipated increase in visitors for both the busy spring and summer seasons and throughout the remainder of the year, Grounds for Sculpture leadership turned to the HR Division at PROXUS - already in place as the outsourced HR provider - to develop a recruitment strategy to bring in the most qualified talent.

SOLUTION:

The PROXUS HR team worked with the leadership to develop a full recruitment and selection strategy. This included an on-campus job fair, increased focus and attention to the interview and selection process, and enhanced background checking and on-boarding process. Additional PROXUS resources were also identified to join the current outsourced PROXUS HR team to provide additional on-site coverage and work on key HR projects throughout the remainder of the spring and summer.

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RESULTS:

As a result of the increased attention given in these areas, Grounds For Sculpture has identified and selected an excellent mix of talent to join the admissions and restaurant teams. It is anticipated that these new staff members will provide the same high level of visitor and customer service that the already-established workforce provides, continuing the tradition at Grounds For Sculpture and Rat's Restaurant to remain premier attractions New Jersey and the surrounding Tri—State area.

When asked about the HRO solutions for Grounds For Sculpture, the CFO, Rob Gross said, "As we were looking for an HR solution, we decided to outsource. We researched several companies and interviewed each one, who all basically said they provided similar services. What we found with PROXUS is that they actually provide the complete HR function. It is equivalent to having an HR department on site, who not only handles the day-to-day human resources functions, but can also pull from its extensive resources in completing special projects such as creating plan documents for a section 125 plan, review of new pension plan documents, preparation and negotiation of separation agreements and development of an employee handbook. All of this was accomplished by changing from having our own in-house personnel handle this function to outsourcing the human resource function to PROXUS, at a savings of over 50 percent!"

CONSIDERATIONS:

Does your organization have the resources in place to allow for this level of successful growth in your organization? Do you find that there are HR-related issues and solutions that your current team just does not have the time or expertise to handle? If you are interested in discussing Human Resource Outsourcing solutions, contact **Jeff Green, Principal, at 215-654-9140 ext.102** to discuss your situation and to learn how PROXUS has helped organizations like yours with their Human Resources needs.

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