

CASE STUDY

Insperity Helps Company Develop Leadership Focus

Company: Evans Incorporated

Industry: Consulting services

Headquarters: Washington, D.C.

Founded: 1993

The challenge

HR tasks took attention away from focusing on growing a business.



Sometimes even consultants need advice. Founded in 1993, Evans Inc., a woman-owned management consulting firm based in the Washington, D.C. area, helps organizations engage, align and manage their people.

Throughout the years, Evans Inc. has earned its reputation through a “show-by-example” method. The company has worked to maintain and develop its own leadership abilities to better advise its clients how to do the same.

President Susan Evans wanted help with some areas of her business – particularly human resources. When she started her business, Evans enlisted the help of a payroll company, thinking that would be enough. A few years later, however, she realized that she really needed a company capable of offering knowledgeable HR management in addition to payroll processing and benefits.

The solution

Curiosity prompted Evans to respond to an Insperity advertisement about its comprehensive suite of strategic HR services, complete with an on-call team of HR specialists. After meeting with an Insperity consultant, it was clear that Insperity was the right fit. “Not only do we receive a rich set of quality employee benefits, but Insperity offers a whole range of HR services,” she says. “It is exactly what I was looking for – a one-stop shop for HR and business performance services.”

Just as important, Evans finds that with Insperity to rely on, she is better able to equip her staff to meet the challenges they face on a daily basis.

“I’m talking in terms of internal strategic planning,” Evans says. “I was able to have a business development trainer come on-site to help us narrow down where we could focus our energies for further business growth.”

Management training isn’t the only service that Evans finds compelling and useful. Insperity’s advice on team management helped her improve her former evaluation system.

How Insperity helped

- Provided a one-stop shop for HR and business performance services
- Helped Evans form a business development strategy
- Provided a new employee performance evaluation and growth plan
- Helped Evans create a salary structure that was more conducive to future growth

“As a rule of thumb, I’m a big believer in outsourcing,” Evans says. “It’s a good thing I am – otherwise we wouldn’t be at the level of success we’re at today. And I certainly wouldn’t have Insperty to count on. I’m sure glad I do. It’s great to be able to receive assistance, so you can better advise your own clients.”

– Jim Hoke,

CFO, Jim Casey Youth Opportunities Initiative

“Every year I do salary evaluations and performance reviews, but the year I had our HR specialist assist was by far the smoothest,” Evans says. “With Insperty’s help, I developed a new evaluation form that is more consistent with our corporate values. Our HR specialist also helped me create a salary structure and position descriptions that are more expandable for growth.”

As a result, Evans says, Insperty enabled her to attract highly trained professionals and retain them with an attractive benefits package.

The value

Evans says Insperty helped take her company to a whole new level.