



How Games Global uses Bob's Workforce Planning and Sandbox to support their HR strategy and growth

Games Global is a leading supplier of i-gaming content with over 3,000 titles and servicing over 900 gaming brands globally. With multiple global sites spanning Europe, North and South America, Africa, Asia, and Australia, Games Global is a “work from office first” business that believes its people do their best work at the office where they can collaborate with their peers. However, as the company hires for talent, people that don't live close to one of their offices can work remotely or hybrid.

Games Global was established after an M&A and scaled from a headcount of 700 to 1,200 in just one year. To support their growth and new needs, the company decided to implement an HCM and replace the enterprise-level solution they used before, which wasn't user-friendly and required an entire team to maintain it. Their primary focus was finding a system to support their global workforce, provide them with real-time data, and boost engagement company-wide. After seeing Bob, they knew it was a match and have since systematically added additional modules to create an end-to-end HR solution for their people.

	Founded in 2022	What they do Online gaming
	Headquarters Isle of Man, UK	In a nutshell Games Global is a world-class distribution channel of global gaming brands, bringing together the industry's biggest and brightest minds.
	Employees 1,200	
	Sites 21	

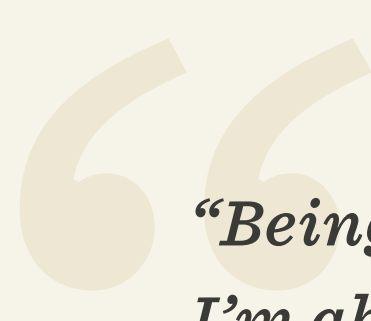
Implementing Workforce Planning to support their growth

As a fast-growing company, Games Global wanted to find an efficient solution for managing headcount and event planning across their global sites. Previously, done using spreadsheets, they saw that they needed more than this manual method for closing the gap between their current workforce and their strategic goals.

Bob's Workforce Planning provides Games Global with a centralized headcount forecasting system visible to stakeholders across the organization that integrates with Bob's other modules for a single source of truth. The module helps Games Global optimize its workforce strategy with tools for position planning, workforce planning events, and KPIs for workforce insights. As part of its rollout, the company created a job catalog of its entire job architecture in Bob's Core HR module, which has provided them with critical data on the number of positions in the organization, how many people are linked to each job type, and job grades.

Games Global is now ready to launch their first workforce planning event, including periodic event planning for pipeline roles, building talent pools, and targeting recruitment to key areas for expanding their business. In addition to event planning, Bob's Workforce Planning module will enable their managers to make headcount requests on an ad-hoc basis to support any unforeseen growth.

Games Global is delighted with their streamlined workforce planning process and looks forward to further increasing their efficiency by automating the entire recruitment flow from workforce planning and hiring to onboarding in Bob.



“Being a global organization and using Bob's flows and task lists means that I'm able to customize onboarding to each geographical location based on what their specific needs are or what that specific office set-up is like. So, for example, if one of our offices doesn't have a facilities manager, I can assign the function to the receptionist instead.”



Carol Fairlie
HRIS Analyst, Games Global

Testing and perfecting new processes using Bob's Sandbox

Games Global has recognized Bob's value for automating and streamlining HR processes and has added additional modules to support their people throughout the employee lifecycle. Their impressive portfolio includes Core HR, Talent, Compensation, Payroll Hub, and Workforce Planning, enabling them to centralize all their people data within Bob and empowering the HR team with insights and data they can report to their leadership.

As the HR team increases its use of Bob's modules and rolls out new processes, they are conscious of the sensitivity of its data and want to ensure a smooth operation while protecting permissions and complying with data protection laws. **Bob's Sandbox** helps them do just that, providing a testing environment that mirrors their Bob platform, including all its data, so they can test processes, permissions, and visibility before launching in Bob. Carol Fairlie, HRIS Analyst at Games Global, explains, “Sandbox is a direct replica of our Bob site, and I can refresh it as I need. It's a really critical tool for us as we evolve as an organization. I can go into the Sandbox and play around, including logging in as different people to see what they are experiencing before I replicate it in the live environment. It gives me the confidence to get new processes right before launching them.”

Bob's Sandbox has proven invaluable for Games Global. Before launching Workforce Planning, the HR team tested it in the Sandbox, checking permissions and data visibility for different people within the organization. Games Global also recently launched its first compensation event in Bob. Their Rewards team tested the entire process in the Sandbox, ensuring there were no glitches and everything ran smoothly. Following a successful testing period, they ran the compensation event in Bob, which included preparing compensation letters for employees detailing their salary raises, creating alerts for the managers to sign them through Bob's e-sign capability, sending the letters to the relevant people, and then pushing the salary changes to the employee profiles. The new process ran seamlessly, creating an efficient, automated process end-to-end.

Launching any new process—especially one containing sensitive people data—is always a challenge, but with Bob's Sandbox, Games Global feels confident that they're rolled out without a hitch.



“Sandbox is critical to anyone using any kind of technology, even outside of an HR system. You always need a testing environment like Sandbox.”



Carol Fairlie
HRIS Analyst, Games Global

Main takeaways

- Games Global implemented Bob's Workforce Planning to help them streamline and automate headcount forecasting for their fast-growing organization.
- Bob's Sandbox enables Games Global to test complex processes before rolling them out company-wide.
- Access to real-time people data empowers Games Global's HR team with insights and data for reporting to the leadership team.

Games Global's favorite Bob features

<p>Workforce Planning</p> <p>Maximize workforce productivity and efficiency</p>	<p>Core HR</p> <p>Manage HR, automate processes and build culture</p>	<p>Sandbox</p> <p>Test and optimize processes in a safe environment</p>
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Games Global's workflow integrations

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