



Hypergrowth: How Montu scaled 1,400% in 18 months with Bob

Montu is Australia's leading medical cannabis company. Headquartered in Melbourne, the company has 450 employees, including over 300 permanent and 100 contractors working remotely from across Australia and the UK. Montu has experienced exponential growth, scaling from 30 to 450 employees in 18 months. Back when they were a company of 30 employees, Montu used spreadsheets and Dropbox to manage HR. As the first hire on the people team, Jade Harvey, GM of People and Talent, pushed for implementing an HCM after just two weeks on the job. After reviewing several **HR systems**, she chose Bob for its real-time people analytics and user-friendly interface. Fast forward 18 months, and Jade manages a team of 20 across talent acquisition, HR, and L&D. As Montu has scaled, they've purchased additional Bob modules that align with their roadmap and support their growing needs. **They couldn't be happier.**

	Founded in 2019	What they do Pharmaceutical manufacturing
	Headquarters Melbourne, Australia	Highlights Montu is committed to improving the lives of millions of patients with an integrated cannabis ecosystem that streamlines the experience and sets new standards in cannabis care.
	Employees 450	
	Sites 3	

Creating a strategic partnership between the C-suite and people team

As a small company of 30 people, Montu didn't have an HCM to manage their people or any significant people data. This meant that they couldn't track trends, which impacted their ability to be strategic and became increasingly more problematic as they began to scale. As Jade explained, "There was no historical data regarding employee trends and understanding growth, attrition, or retention. We just had a spreadsheet that you could look at and try to work it out. So that was our main goal, to have that data and analyze what was happening in the business to enable us to forward plan a little bit more."

Since implementing Bob, Montu's people team can easily view and track KPIs and trends on their people and share key insights with the C-suite and other relevant stakeholders through the platform. Montu's people team also uses **Bob's Analytics** to produce customized executive reports for the C-suite. This knowledge-sharing has forged a new partnership between the C-suite and people team, giving the people team a seat at the executive table and positioning them as a valuable resource for the business.

“Having Bob as our central repository for all information and data has helped us to drive a high-performance culture as we’ve got metrics for measuring people’s performance, attendance, and feedback, and manager notes in there for anything that needs to be worked through.”



Jade Harvey
GM of People and Talent, **Montu**

Scaling up on HR during a period of hypergrowth

As Montu scaled from 30 to 450 people over 18 months, their HR needs shifted and grew. Hiring at such a high volume meant that creating a successful **remote onboarding** experience became a priority. Using **Bob's onboarding workflows**, Montu's people team has built consistent onboarding processes for their new hires according to role and seniority that offer a solid introduction to life at Montu, and the feedback from employees has been extremely positive.

When experiencing hypergrowth, companies need to plan their new positions carefully to ensure that they are adding resources to the right areas of the business. Montu uses Bob's job catalog to map out its job architecture, including aligning titles and providing a clear understanding of how many people are linked to each job type. They also use **Bob's Workforce Planning module** for planning, approving, and budgeting for future headcount across the organization.

As Montu has grown, they've systematically added more modules to Bob to support their growing needs. Laura Blundell, Head of People and Culture, explains, "When I started, we had the Core HR and Talent modules, and it was a pretty well-oiled machine. We've since rolled out Workforce Planning, Compensation, and Your Voice, which has perfectly tied into a roadmap we've been working on as a team."

Bob's modular platform has been the perfect solution for Montu as they've scaled, enabling them to scale up and add new modules as their business has evolved. Managing a rapidly growing, fully remote company can be challenging. Still, with Bob, Montu's people team feels confident that they can provide their people with consistent experiences that reflect their **company culture** from onboarding to offboarding and everything in between.

“We are very trusted as a people team, and our opinion is valued. We’re seen as a partner to the business, not the typical cost-center type setup.”



Jade Harvey
GM of People and Talent, **Montu**

Main takeaways

- Montu's C-Suite uses Bob's Analytics to view key data for strategic planning
- Bob's modular platform was a perfect solution for Montu as they scaled.
- Montu uses Bob's job catalog to map out its job architecture, including aligning titles and understanding how many people are linked to each job type.
- Montu plans and budgets future headcount across the organization using Bob's Workforce Planning.

Montu's favorite Bob features

<p>Workforce Planning</p> <p>Maximize workforce productivity and efficiency</p>	<p>Onboarding</p> <p>Make a great first impression for your new hires</p>	<p>Core HR</p> <p>Manage HR, automate processes and build culture</p>
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Montu's workflow integrations

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