



IMANAGE CASE STUDY

IMANAGE PARTNERSHIP WITH ELEMENTS EXPANDS GLOBAL PRESENCE TO AUSTRALIA

CUSTOMER

iManage

INDUSTRY

Computer Software

OFFICES

Headquarters: Chicago, IL
Offices in Silicon Valley,
London, Belfast, Bangalore

GLOBAL EMPLOYEES

Approximately 370
employees

ELEMENTS SERVICES

Payroll Service
Employment Contracts
Risk & Compliance Mitigation



OVERVIEW

iManage is the leading provider of work product management solutions for law firms, corporate legal departments, and other professional services firms such as accounting and financial services.

The company has transformed how professionals get work done by combining the power of artificial intelligence with market leading document and email management. iManage automates routine cognitive tasks, provides powerful insights and streamlines how professionals work, while maintaining the highest level of security and governance over critical client and corporate data. More than a million professionals at approximately 3,000 organizations in 65 countries—including more than 2,000 law firms and 500 corporate legal departments—rely on the software to deliver exceptional client work.

Headquartered in Chicago with additional offices in Silicon Valley, the UK and India, the company is rapidly expanding, employing approximately 370 employees worldwide to boost the productivity of their professional clientele. After a departure from HP Autonomy in July 2015, iManage partnered with Elements Global Services (Elements) to help mitigate compliance and risk as they expanded their presence abroad with a new hire in Australia.



CHALLENGES

Having already chosen and sent an offer letter to a candidate in Australia, iManage found themselves unable to set up payroll and lacking the necessary timeline to establish a local entity in a foreign marketplace. Moreover, they wanted a cost-effective solution that would ensure compliance was met in accordance with local legislation.

After numerous costly quotes and discussions with companies that outsourced several key HR operations, the team sought an external partner that could offer both affordable pricing and a simplified expansion approach, all while streamlining processes and guaranteeing onboarding success for their future endeavors.





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CHOOSING ELEMENTS

Hoping to avoid the complications of working with numerous international partners, iManage’s CFO wanted a direct global employment resource to eliminate third-party costs and allow the organization to expand into Australia at a moment’s notice. The company quickly turned to Elements because of their direct Employer of Record (EOR) service model, experience facilitating payroll and understanding of compliance issues in Australia.

From the outset, price, speed and compliance were the three biggest priorities for the iManage team. Elements delivered, enacting a payroll platform that allowed for a seamless and trouble-free onboarding in far less time than would have been possible via other avenues.



RESULTS

From payroll and employment contract creation to risk and compliance services, iManage found a key partner in Elements, successfully hiring and managing its first employee in Australia. The inexpensive, multi-national solution saved valuable time and resources, providing support for a candidate that was unable to wait for the company to establish their own entity in the marketplace.

According to iManage, without Elements’ knowledge of international compliance, the team would have had to completely restart the global recruitment process for this position. Elements continues to be a burgeoning resource for iManage as they discuss additional expansion plans.

