Ten2Two Case Study: Formidable Flexibility at DataCo

DataCo is a leading global Energy & Petroleum data and information management consultancy supporting the upstream oil and gas industry from client offices in the UK, Europe, USA and Australia. Serving clients all around the globe, DataCo has grown from 16 to more than 100 people in the last 4 years.

The Challenge

As with any rapidly growing business the combination of new clients, more staff and more assets requires greater business management and a need for expertise across business functions such as HR, finance and administration. Given DataCo's impressive growth curve the Directors anticipated this requirement at an early stage and developed a strategy that would cost-effectively secure the expertise they required.

'Flexible professionals' was the solution. At their stage of growth DataCo didn't need full-time hours in every area but given the complexity of the business they couldn't afford to compromise on skills and experience.

They had an additional requirement. Whilst DataCo's main office hub is in Aberdeen , the founding Directors are based in Hertfordshire and they were keen to locate their business management team close to their location. To achieve maximum efficiency they wanted to build a team that was not only part-time but home-based.

The Solution

Ten2Two helped the DataCo Directors find the first member of their business management team in 2009. Working together to develop the job structure, the perfect candidate needed to be self-sufficient and organised to effectively work from home as well as having the necessary skills .

And they needed to live within 5 miles of the office.

Following our initial success, the same formula was applied across the business management function. Over the past five years, highly experienced, part-time and locally-living HR, Finance and Business administration professionals have been added to the team through collaboration with Ten2Two.

"Ten2Two has helped not only find the right people but supported me on the design of the roles and their relationships with the rest of the business" says Janet English, DataCo's General Manager. "I look around our Business Management team and realise that nearly everyone has been found by the Ten2Two team. Working so closely together has enabled Ten2Two to understand our business and the level of professionalism we demand from our people".

Today DataCo has an experienced business management team that's cost-efficient and has the flexibility to adapt and change in line with the growth of the company. HQ office costs are minimal thanks to home-working, allowing DataCo to focus its investments on local client offices.

It Could be You

Many business feel they cannot afford the experience and skills that would truly make a difference to their business but they can. A highly experienced professional working flexibly is a cost-effective route to driving growth and improvement, whether you need support in Marketing, Sales, HR, Finance or Operations.

Ten2Two.
Part-time Professionals.
Experienced. Affordable. Expert.

We help businesses find talented part-time professionals to cost-effectively grow and improve their business.

Ten2Two Case Study: Making HomeWorking Work

Here are some simple tips you can use to making home-working effective for your company and for your employees:

For the employer:

• Ensure anyone working regularly from a remote location has clear objectives and deliverables so no matter where they are, they know what is expected of them and you can effectively manage and measure them on their output performance – this really applies to ALL employees

• Create a communications structure for the team that doesn't exclude and isolate remote workers such as regular conference calls or scheduled team meetings in the office

• An effective team is more than the 'sum of its parts' so don't lose the value of group-based idea generation and collaboration. Hold face to face creative, idea, strategy or project sessions to get some collective thinking

• Ensure you have the right tools to make working apart seem like working together. Web-based document and project management systems are easy to access from anywhere. Video conferencing and instant messaging brings people together as if they're sitting across a desk from each other

• Set some ground rules for people working at home. Do they have to always be accessible? Are there core hours you need them to be available? Do they need to check in with their manager every morning? What are the extracurricular activities you feel are acceptable?

• Ensure your office-based team understands the ground rules that homeworkers follow to ensure a 'them and us' culture is avoided

• Sometimes, remote workers need to be with their colleagues. Think about how you can build good social interaction to facilitate strong and productive relationships between your people

For the employee:

• You have to be 'uber-organised'. Although this applies everywhere it's important that your 'work' and 'home' time are separated and you have a clear schedule and plan

• Set daily goals – so you can measure and improve your own day to day effectiveness

• Ensure you have clear longer-term objectives and that you keep an eye on how you're doing

• Call in to the boss first thing every day – even if it's not a requirement, just check in

• Be accessible. In fact, be more accessible than your office-based colleagues. Sign in on instant messaging or have some form of 'online now' flag so people know you're around

• Learn to recognise when you need help or support in problem solving or more creative thinking – sometimes you can't do this alone so get into the office and corral your colleagues

• Get dressed and get out. We've all been there. Start work when you'd usually start the commute and end up at 7pm still in pyjamas. A productive day requires regular breaks and fresh air

• Get kitted out with the technology that connects you to people and information.