



How to optimize back-office teams for every stage of growth.

At every stage of business growth, whether just starting out or mushrooming into a global powerhouse, back-office teams play an essential role. How effectively a business fills these critical operational engines—its finance, accounting, technology, and human resources teams—can be the difference between a big success and a frenzied struggle.

The 4 stages of growth + talent options

THE FOUR CORE STAGES OF BUSINESS GROWTH COME WITH VARYING DEMANDS ON BUSINESS OPERATIONS LEADERS AND THEIR TEAMS.



1. Start-up stage

THE WORKFORCE CHALLENGES

The early days of starting a new venture can be the most challenging for founders. Small leadership teams balance an extraordinary amount of work, often doing two, even three, jobs early on. Budgets are limited, but the need for back-office support can seem limitless under the pressure to convert on every opportunity and fuel momentum.

What are the back-office talent options Sayva provides to startups looking to fuel forward momentum?



MANAGED SERVICES

Sayva takes over one or more of the key business operations:

- Finance
- Accounting
- HR

WHY IT WORKS FOR START-UPS

- Takes back-office work off the hands of company visionaries
- Easily scalable to match market fluctuations and changing opportunities



PROJECT CONSULTING

Sayva consultants take on special projects and strategic initiatives, such as:

- System implementations
- Audit prep
- Employee handbook & policy development

WHY IT WORKS FOR START-UPS

- Allows for targeted support when needed without requiring a long-term budget commitment
- Provides access to specialized expertise not yet available in-house
- Mitigates business risk during a vulnerable time

2. High-growth stage

THE WORKFORCE CHALLENGES

When rapid growth opportunities take hold of a small or midsize business, the pace of expansion and all the work that comes with it can be overwhelming. For many businesses this is a moment to start fully staffing back-office operations with full-time employees. For others, the right talent strategy is outsourcing operational functions to keep internal talent focused on high-growth endeavors.

Sayva's talent solution experts carefully assess the operational and staffing state of high-growth businesses to determine which of the following solutions will work best.



DIRECT-HIRE PLACEMENT

Sayva sources, screens, and provides top talent to fill full-time roles in:

- Finance & Accounting
- Technology
- HR

WHY IT WORKS FOR HIGH GROWTH

- Fills foundational roles with skilled professionals who connect with the company's mission and values
- Best practice recruiting process allows internal teams to scale with quality



MANAGED SERVICES

Sayva drives sophisticated areas of business operations, such as:

- Industry specific financial reporting, budgeting, and forecasting
- Key Performance Indicators (KPIs)
- Mergers and acquisitions (M&A)

WHY IT WORKS FOR HIGH GROWTH

- Gives internal teams the resources to handle bigger endeavors and opportunities
- Flexible and sophisticated to support business scale without the cost and management of full-time employees



PROJECT CONSULTING

Sayva consultants take on special projects and strategic initiatives, such as:

- Financial Planning & Analysis (FP&A)
- Project management for technology, accounting, and HR system implementations
- Software and product development
- GAAP compliance

WHY IT WORKS FOR HIGH GROWTH

- Allows internal teams to outsource specific projects to a trusted, expert team
- Avoids distractions and costly setbacks
- Improved company culture knowing leadership will invest to provide support



3. Maturity stage

THE WORKFORCE CHALLENGES

As a business reaches maturity, new opportunities and challenges abound. Operations grow in size and complexity, as do workforce needs.

Sayva's workforce solutions for these established and productive companies focus on maintaining high performance with the support of industry experts.



DIRECT-HIRE PLACEMENT

Sayva fills specific full-time roles and builds entire teams in:

- Finance & Accounting
- Technology
- HR

WHY IT WORKS FOR MATURE GROWTH

- Specialized internal positions require a deeper network and advanced screening techniques
- Best practice recruiting process ensures key positions are filled with quality, long-term employees



MANAGED SERVICES

Sayva drives sophisticated and strategic areas of business operations, such as:

- Talent acquisition strategy and development, employee lifecycle and general compliance administration
- Talent optimization
- Business restructuring

WHY IT WORKS FOR MATURE GROWTH

- Allows the internal team to selectively outsource tasks based on specific business needs
- Business does not have to settle for gaps in the org chart as they gradually bring back-office functions in house



PROJECT CONSULTING

Sayva consultants take on special projects and strategic initiatives, such as:

- Acquisition integrations
- ERP integration / system conversion
- Initial Public Offering (IPO) readiness
- General accounting support

WHY IT WORKS FOR MATURE GROWTH

- Specialized resources help execute complex strategic initiatives
- Reduces internal employee overtime and turnover by utilizing supplemental resources
- Proper project planning and resource allocation prevents missed deadlines and costly mistakes

4. Enterprise stage

THE WORKFORCE CHALLENGES

Enterprise-level businesses are large entities with hundreds and sometimes thousands of employees. Growth initiatives are often complex and can require substantial specialized resources.

Sayva provides direct-hire recruiting and project consulting solutions to support enterprises as they grow through acquisitions, global expansions, consolidations, technology integrations and more.



DIRECT-HIRE PLACEMENT

Sayva fills full-time roles and builds out teams in the following areas:

- Finance & Accounting (staff through C-level)
- Technology (staff through C-level)
- HR (manager and above)

WHY IT WORKS FOR ENTERPRISES

- Flexible recruiting model allows internal teams to hire with quality regardless of volume
- Specialized recruiting partners scope and screen for technical requirements and strong long-term culture fit



PROJECT CONSULTING

Businesses leverage Sayva's expert consulting teams for special projects and strategic initiatives, such as:

- Technology and functional project management
- Sarbanes Oxley (SOX) compliance
- SEC reporting
- Agile and Digital Transformations

WHY IT WORKS FOR ENTERPRISES

- Large, complex projects require experienced project managers and a reliable partner to absorb increased workload
- Specialized resources support the internal team in areas they lack prior experience
- External resources backfill for the internal teams while they gain valuable new experience

LEARN MORE

If you want to learn more about how Sayva provides businesses with the talent and solutions for fueling operational excellence at every stage of business growth, visit sayvasolutions.com.

