

CASE STUDY



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Historically, we have kept HR in-house, working with freelancers when the company was smaller. When the company grew, we tried to recruit but struggled to find the right people.

Reality HR came in and quickly tailored their services to meet the needs of our business. We haven't looked back since - it's been the best thing for us.

Dom Sheerman - Account Director



Meet TSL Lighting and learn about **the challenge** they faced with their HR

TSL Lighting is a specialist lighting and rigging provider for the events industry, working for music tours, theatres and high-profile events such as COP26 and London Fashion Week. TSL Lighting had in-house HR but realised the setup wasn't working – the business needed a flexible HR service that could support its growth.

The TSL team were also struggling to find the right people, so felt outsourcing part of the business's recruitment function was the best route.

The action taken by Reality HR

During the pandemic, TSL was one of many businesses using the furlough scheme, but the management team had to make the difficult decision to make redundancies. Reality HR worked with TSL to plan and manage each stage of the redundancy process, ensuring it was clearly communicated to employees. Dom Sheerman, Account Director said “The expertise and support of our Reality HR Consultant, Emily and the rest of the team meant that we could call with any questions or just to chat about any issues that came out of the redundancy process.”

Now they are slowly getting back to where they were pre-pandemic, TSL Lighting had a need to recruit staff to new roles. Dom said: “Reality HR supported us with creating the job specifications and screening CV’s. They gave us a different angle on things in the selection process - a higher level of expertise that we didn’t have in-house, that helped us find the right people.”

The successful recruitment of a Marketing Manager alongside the implementation of a recruitment plan meant TSL Lighting could concentrate on its growth strategy. Dom continued: “As a business we have intense periods where we are really busy so we don’t get a lot of time to look at HR. Having a plan in place for recruitment and someone to support us with day-to-day HR processes has proven essential in getting our business back on track”.



The outcome

Dom went on to explain how he feels Reality HR have benefited the business: “The flexibility of working with Reality has been key to helping our business through the pandemic and how we work now - some months we require more support than others and they are able to pick up and deal with things as we need them.”



**Reality HR often
see things that
we wouldn't.
Their expertise is
invaluable”**

Dom Sheerman -
Account Director