



Anaplan Scales Globally with a Powerful Immigration Partner

Anaplan

TOP CHALLENGES:

- Manual immigration with a traditional law firm was not scalable for a fast-growing company.
- Business needs required talent to move efficiently globally.

ABOUT THE COMPANY:

Anaplan is pioneering the category of Connected Planning. The Anaplan platform, powered by their proprietary Hyperblock technology and purpose-built for Connected Planning, enables dynamic, collaborative, and intelligent planning. Large global enterprises use Anaplan to connect people, data, and plans to enable real-time planning and decision-making in rapidly changing business environments to give our customers a competitive advantage. Based in San Francisco, it is a privately-held growth company with 18 offices globally, 175 partners, and more than 900 customers worldwide.

INDUSTRY

Information Technology and Services

HEADQUARTERS

San Francisco, CA

U.S. VISAS SPONSORED

H-1B, L's, Green Cards

GLOBAL VISAS

UK ICT, EP to Singapore, Work Permit to France, and Business Visa to UK

ENVOY CUSTOMER SINCE

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Enter Stefanie Enderson, Anaplan's global immigration and mobility program lead. Stefanie manages and documents the company's immigration, global mobility and relocation processes. She's tasked with helping the company navigate global immigration as Anaplan scales internationally.



MOVING TALENT IS MISSION CRITICAL

The sheer growth of Anaplan around the world has given Stefanie a lot to manage. And with a large engineering team located in the U.K. and another in the U.S., Stefanie needs the ability to allow employees as much mobility as possible.

"A lot of our global movement is helping the people on those teams to work together," she told us, "to train other engineering groups and other offices."

Her objective is mission critical – to provide the company with the ability to let team members move from office to office around the world as quickly as possible without any disruption to workflows, teams and the business. Anaplan's scalability not only applies to training current employees, but also setting up and staffing new entities abroad.

Stefanie's team is charged with figuring out who is needed at specific sites, and how to grow the talent base efficiently. Today Anaplan has 18 locations around the world that support a number of teams where managers and employees need to spend time abroad for training as well as to fill new positions.

Sales is another department that needs as much mobility as possible. Subject matter experts are often asked to travel to various locations and serve customers internationally for undetermined periods of time from sale to implementation for customer success.

"What I find most rewarding about the immigration field is being a part of an individual's life during such a crazy time, and to be able to do just a little bit to help them get to their end destination. That feels really good."



ENVOY'S TRANSPARENT PLATFORM ENABLES SCALABILITY

To keep global mobility running smoothly, Stefanie uses Envoy as the platform for both American and global immigration. Envoy allows her team to keep immigration cases organized and centralized in one place so they can keep track of everything that's going on. And there's a lot going on.

Prior to joining Anaplan, Stefanie had worked with her fair share of immigration vendors before working with Envoy – earlier in her career in immigration law and then at another tech company in San Francisco. With other immigration service providers, she told us, she faced some serious inefficiencies.

For instance, when working with a traditional immigration law firm, she found that weekly or monthly meetings to go over case dockets were the only real communications that customers had with attorneys - they weren't seeing any updates in real time. In contrast, Envoy provides Anaplan with complete case transparency. Stefanie now has the ability to look at the status of any case at any given time, which makes the entire process more efficient and saves several hours per week.

Because employees can access the Envoy portal on their own, they're able to find some comfort. The ability for employees to see their case updates as they happen puts them more at ease and eliminates a lot of anxiety. And, her team doesn't have to be the go-between for every immigration question.

Envoy's transparent reporting capabilities are unparalleled and help a company like Anaplan scale its immigration services. When Stefanie and other members of the team need to pull a report, they can do so easily through Envoy platform's reporting tools. This makes the process of data analysis to business decision much quicker.



PERSONALIZED CASE MANAGEMENT IS EVERYTHING

Envoy's legal expertise and advice on global immigration policies have helped the immigration team at Anaplan make more informed decisions about talent management. With Envoy's help, the team can determine which immigration cases should be pursued - those that are likely to be successful - and which should be approached with caution.

What especially sets Envoy apart, Stefanie said, is her timely and responsive Envoy customer success manager and attorney. Her dedicated team at Envoy is so timely and responsive, in fact, that she typically gets same-day responses to questions about both U.S. and global cases.

"It feels good to be able to tell the manager, 'I'll get back to you by the end of the day.'"