



BETTER IMMIGRATION MEANS BETTER TALENT TO HELP CLIENTS



Strive Consulting is a business and technology consulting firm that helps businesses strategically navigate complex challenges through Management Consulting, Technology Enablement and Data & Analytics.

Lindsey Spokas, Executive Director, Corporate Operations at Strive Consulting, oversees the HR department as well as many of Strive's internal corporate operations, including IT vendor management, finance, corporate recruiting and marketing. She is a managerial factotum.

One of her many hats, is to manage the immigration process for Strive employees, who Strive recruits, but are ultimately selected by and work on initiatives for the firm's clients.

Before working with Envoy, Lindsey tells us they did not work with employees who needed visa sponsorship. "We simply didn't have the bandwidth, the capacity or the knowledge," she says, "to understand everything that went into visa sponsorship." Despite their limited capabilities in this space, Lindsey and her team did hire a sponsored employee once with the support of an external legal team. However, the amount of money, effort and time spent on the process made the idea of visa sponsorship implausible for anyone else. "We decided after that trial run – with a lot of back and forth, a lot of time put in from my team, and the financial burden – it just wasn't worth it."

INDUSTRY

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HEADQUARTERS

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Despite the reluctance of the Strive team to relive the inefficient sponsorship process, requests from clients for foreign national employees continued. Fortunately, Lindsey was introduced to Envoy. After presenting Envoy's capabilities, expertise and cost-effective processes around visa sponsorship to the Executive Leadership team, Strive Consulting partnered with Envoy.

In the three years Strive Consulting and Envoy have been immigration partners, they've been able to handle immigration in a streamlined way. Their newfound ability to sponsor foreign national employees has opened doors to a wider pool of talent for both Strive and their clients. "We are now confident in our ability to help support those who require visa sponsorship," Lindsey tells us, "which, ultimately, is an added benefit for our clients."



EMPLOYEES' QUESTIONS ARE ANSWERED

One of the most essential ways Envoy helps Lindsey and her team run an efficient and growing immigration program is through the Envoy Communication Center. The Center allows employees to communicate directly with immigration law experts and case specialists, not only saving HR time, but also gives constructive and specific legal advice to ease employees' anxieties. Just knowing there's an expert available to answer questions within two hours is a relief for HR and empowers employees to take part in the immigration process.



HR IS CONFIDENT AND COMPLIANT

Communication with legal experts through the Envoy portal has also given the HR team confidence that all the right documentation is in place in order to be compliant with immigration data and documentation storage laws. The portal enables employees to get the information they need and know that it's accurate.

The confidence Lindsey and her team have gained through working with Envoy as their immigration partner translates to a growing pool of international talent to offer clients. Now, Strive has the capacity to hire the highest quality candidates to help their clients succeed.