

CASE STUDY • PEOPLE MATTERS INFINI-T AWARDS INDIA 2026

One Workforce. 60 Countries. One Unified Employee Experience.

Noventiq

Infini-T Awards Category: One Workforce Award • Talent-Tech, AI & Data Leadership



Executive Summary

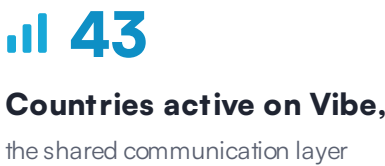
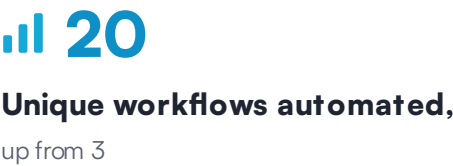
Noventiq (Noventiq Holdings PLC) is a leading global solutions and services provider in digital transformation and cybersecurity, headquartered in London. The company enables, facilitates, and accelerates digital transformation for its customers, connecting organizations across a comprehensive range of industries with leading IT vendors alongside its own services and proprietary solutions. Its rapid growth runs on a three-dimensional strategy, expanding market penetration, product portfolio, and sales channels, supported by an active approach to M&A. With around **6,400 employees globally, Noventiq operates in approximately 60 countries**, with growth momentum across Latin America, EMEA, and APAC and a notable presence in India.

Its workforce is as distributed as its footprint: of the **6,000 people on the platform**, 570 are frontline, 452 are contract, and 798 are partner workforce, spread across 87 legal entities and 38 business units.

6,000 Employees on one platform	60 Countries	87 Legal entities	38 Business units
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Growth of that kind carries a hidden tax. Sixty countries, **87 legal entities, 38 business units, and 14 corporate email domains**, meant every employee’s HR experience depended on where they sat: different systems, different processes, different service levels. Fragmented systems and inconsistent experiences threatened its vision of operating as one global organization.

Noventiq’s answer was a principle before it was a platform: **United + Unique**. One global employee experience, with country-specific compliance, policies, and business autonomy preserved underneath it, delivered on a single Darwinbox platform. M&A-accumulated fragmentation became one connected workforce: **6,000 employees on one platform, up from 1,500, at 100% monthly active usage, with recognition now flowing across borders** in an organization where it previously never left the country it started in.



Grown by Acquisition, Fragmented by Default

A company assembled through acquisition inherits more than customers and capabilities; it inherits every acquired company’s HR stack. Noventiq’s People operations ran on multiple systems across modules, with core records split across platforms and spreadsheets. The loudest internal complaint was simple: a fragmented experience, in every sense of the word.

The challenges faced by Noventiq	The consequence it caused
Inconsistent employee experiences across legal entities, countries, and business units	Employees faced different HR processes, communications, and service levels depending on location, preventing a consistent global experience
No single source of truth	Employee information fragmented across systems: inconsistent data, limited leadership visibility, manual reconciliations, delayed decisions
Limited cross-country collaboration and engagement	Communication, recognition, and collaboration stayed siloed within countries and entities, making one organizational culture hard to build
Balancing global standardization with local statutory compliance	Standardizing HR processes without compromising country-specific regulation grew harder with every new geography
Multiple HR systems and disconnected workflows	Duplicate work, inconsistent reporting, growing technology overhead, and a fragmented digital experience

United + Unique

The turning point was refusing the standard trade-off. Most global HR consolidations standardize at the cost of local needs; Noventiq's design principle held both ends at once.



United:

one platform, one employee record, one experience, one culture.



Unique:

every country's compliance, policies, and business autonomy configured natively rather than worked around.

Darwinbox became the single source of truth for employee records and the lifecycle journey, carrying **Core HR, Leave & Attendance, Onboarding, Recruitment, Travel and Expense Management, Talent and Performance Management, Rewards & Recognition, VibeX, the LMS integration, and Payroll** managed services on one platform. The 'Unique' half is visible in the details: contract renewal law in Egypt, age-based leave entitlements under Hungarian labor law, and a salary-account integration for an Indian entity all run as native automations on the same instance that serves 60 countries.

**One platform, one employee record, one experience,
one culture.**

Engagement, Not Enforcement

Adoption was engineered as an experience rather than a mandate. Leadership championed the platform as the global system of record; the Darwinbox Academy trained users; rollouts were phased with hypercare through implementation; and communication campaigns ran through Vibe, on the platform itself. Most importantly, the everyday journey was moved onto the platform: onboarding, communication, recognition, feedback surveys, leave, approvals, recruitment, and user provisioning all execute through Darwinbox, making it the single destination for HR interactions rather than one more system to remember.

Adoption measure	Before Darwinbox	After Darwinbox
Employees on the platform	1,500	6,000
Monthly active users	50%	100%
Employee self-service adoption	50%	90%
Employee profile completion	50%	85%
Unique workflows automated	3	20
Cross-country recognition share	0	11%

Culture Without Borders: Enabled by Darwinbox

Most HR transformations standardize processes. Noventiq went further with Darwinbox-embedding communication, recognition, employee listening, and transparency into the daily rhythm of work across its global operations.

The platform turned cultural intent into consistent, lived experience. Employees everywhere now participate in the same rituals of appreciation, feedback, and open dialogue. The evidence lies in behaviours that genuinely cross borders: seamless recognition across time zones, inclusive listening that surfaces voices from every region, and transparency that builds trust in a distributed workforce. With Darwinbox, Noventiq got the tools to nurture one that feels authentic, unified, and alive, no matter where people work.

|| 4,427

Recognitions exchanged
globally in the last year

|| 503

Cross-country recognitions,
11% of the total

|| 1,481

Cross-location recognitions

|| 31%

Of recognitions cross
business units

|| 60%

Of recognitions cross functions

|| 8,242

Vibe activities across
43 countries in a year

VibeX, Darwinbox’s communication layer, replaced manual email distribution across **14 corporate email domains** with one channel: announcements and engagement posts targeted by entity, country, department, or business unit, delivered through the portal, mobile app, email, and push, with 540 original posts published and 43 countries participating in the last year. Communication effort for organization-wide campaigns fell by an estimated 70 to 80%. Employee listening runs on the same rails: automated feedback surveys now fire at recruitment, onboarding, and offboarding, feeding dashboards that let HR compare experience across regions rather than guess at it.

Twenty Workflows, One Lifecycle

Underneath the shared experience, automation grew from 3 workflows to 20, many of them the country-specific and cross-functional plumbing that makes ‘Unique’ real. A selection:

Automation	What it does	Impact
Identity lifecycle (Active Directory integration)	Onboarding, name changes, and exits in Darwinbox, auto-provision, update, and deactivate corporate email and access; accounts ready 5 days before joining, deactivated on exit date	85 to 90% reduction in manual provisioning effort; Tighter access governance
User provisioning across 7+ enterprise applications	Lifecycle events sync employee data to business-critical platforms, creating, updating, and revoking access automatically	85 to 90% less manual access management; timely day-one access, immediate exit revocation
Egypt contract renewals	Annual renewal reminders auto-trigger to the location HRBP from date of joining through the third renewal, as local employment practice requires	Manual tracking eliminated, 2 to 3 hours a week saved; No missed renewals
Hungary leave entitlements	Daily Studio automation recalculates age-based annual leave brackets per Hungarian labor law and updates only changed records via API	Statutory entitlements always current, zero manual maintenance

Automation	What it does	Impact
Recruitment marketing	Jobs published in Darwinbox flow to the OneHR career portal and auto-publish to the right country LinkedIn page by location mapping	Manual job posting eliminated; Wider reach per opening
Salary account opening (India entity)	New-joiner details flow to the bank via secure API for automatic salary account creation	80 to 90% less manual effort; Payroll-ready accounts on time
Rule-based shift assignment	Shifts auto assigned from entity, location, department, and employment type, and re-assigned when organizational details change	Scheduling errors minimized; Attendance accuracy improved

The pattern across all twenty is the same: HR and IT collaborating on lifecycle-driven automation, so that being one workforce is enforced by the system rather than by memos.

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HR in the Language You Think In: A Noventiq Story

One of the defining moments of the transformation was hearing employees say they could finally interact with the HR platform in a language they were comfortable with. Whether an employee preferred English or their native language, the platform delivered a familiar, intuitive experience, removing language barriers and making HR services genuinely accessible.

For a workforce spanning 60 countries, that is the 'United + Unique' principle at its most personal: everyone on the same platform, each experiencing it in a way that feels local, all of them visibly part of one workforce.

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Why Noventiq Stands Apart with Darwinbox



Culture enabled, not just process

Recognition, communication, employee listening, and transparency are embedded in daily work on one platform. The proof is behavioral: 11% of recognitions now cross countries, 31% cross business units, and 60% cross functions, in an organization where appreciation once stopped at entity borders.



End-to-End Breadth, Rarely Matched

Darwinbox runs the journey end to end, from recruitment and onboarding through identity provisioning, performance, travel, expenses, collaboration, recognition, feedback, compliance, and separation. It is part of daily work, not an HR application employees visit.



United + Unique, held simultaneously

One experience for 6,000 people across 87 legal entities, while Egyptian contract law, Hungarian leave statutes, and Indian banking integration run natively on the same instance. Local compliance is configuration, not exception.



Unification that absorbed M&A sprawl

A company built through acquisition, with 14 corporate email domains as the scar tissue to prove it, now operates one workforce record, one communication channel, and 100% monthly active usage.

In Their Words

“One of our biggest priorities was ensuring that every employee, irrespective of the country or business unit, experienced the same level of simplicity, transparency, and accessibility in their HR journey. Darwinbox became the digital foundation that brought our ‘One Workforce’ vision to life by connecting our people, processes, and data on a single platform.”

Yogendra Yadav • HR Technology and Analytics Manager, Noventiq

Noventiq’s HR technology work has drawn external recognition, including the Excellence in Leveraging HR Technology award at the SHRM HR Excellence Awards 2024.

CONCLUSION

The Benchmark It Sets

A company built by acquisition inherits a filing cabinet for every company it buys. Noventiq's came to **87 legal entities, 38 business units, and 14 corporate email domains**, and underneath them an HR experience that depended entirely on which one you happened to sit in: different systems, different processes, different service levels, and no single answer to the question of who actually worked here. Every new deal made it larger, and the vision of operating as one global organization receded a little further.

That company now runs on one platform. **6,000 employees across roughly 60 countries**, up from 1,500, at **100% monthly active usage**, with 20 automated workflows where there were 3, and Egyptian contract law, Hungarian leave statutes, and Indian banking all executing natively on the same instance that serves everyone else.

Unification is the achievement everyone expects. Standardizing culture is the one almost nobody attempts. Most global consolidations stop once the data sits in one place. Noventiq kept going, using the platform to put recognition, communication, and listening into daily work everywhere at once, and the proof of it is behavioral rather than architectural. **11% of recognitions now cross a national border. 31% cross business units. 60% cross functions.** In a company where appreciation once stopped at the entity line, **503 people last year thanked a colleague in another country.** No memo achieves that.

And the moment that proved the whole idea had nothing to do with any of those numbers. It was employees saying they could finally use the HR platform in a language they were comfortable with. For a workforce spread across 60 countries, that is the principle arriving in its most personal form: the same platform for everyone, experienced by each person as though it had been built for them.

That is the standard Noventiq sets with Darwinbox, in a category named for exactly this. One workforce, held together by making a single platform work every country's way rather than making 60 countries work one way: united where it matters, unique where it must be.