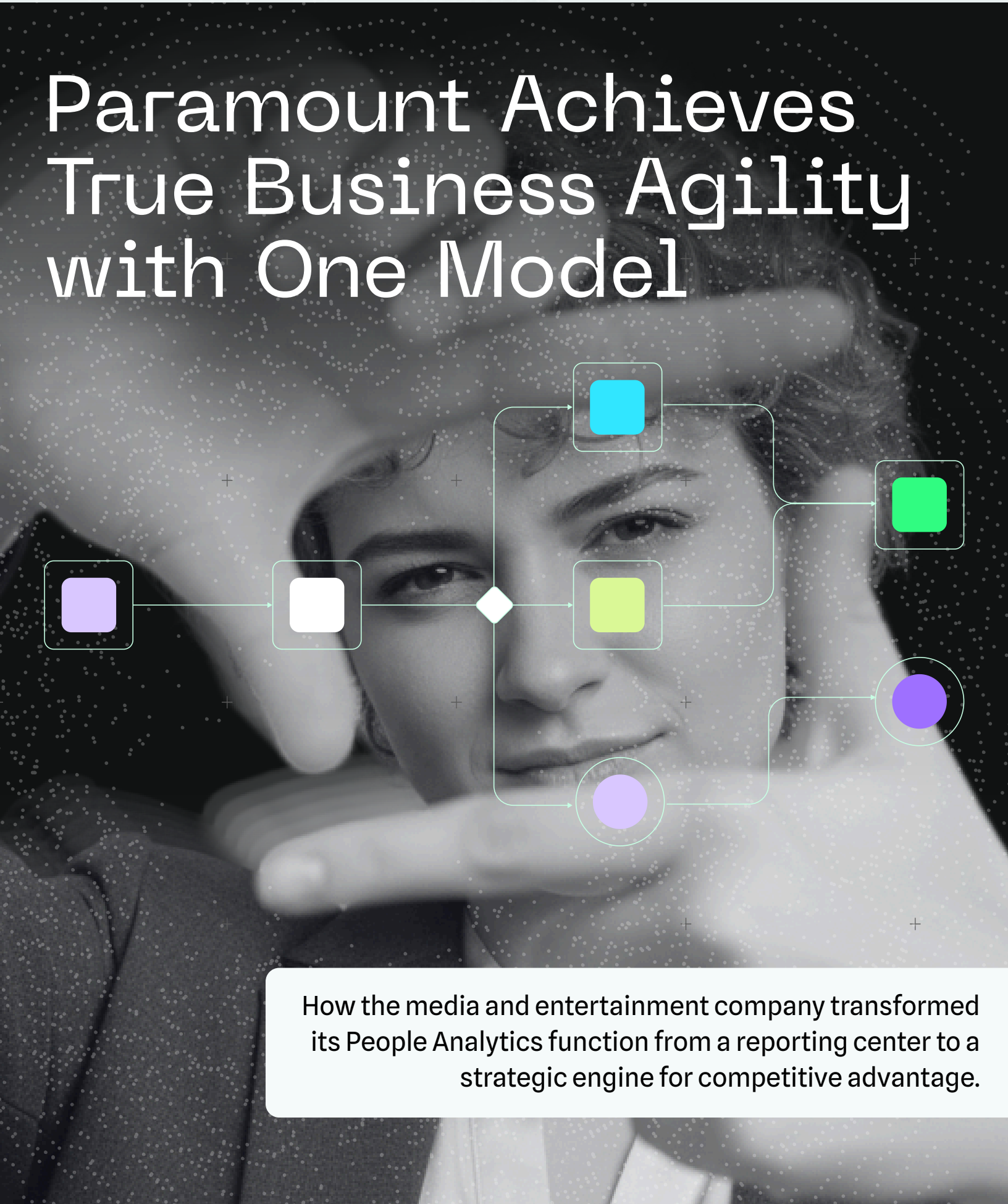
Paramount Achieves True Business Agility with One Model



How the media and entertainment company transformed its People Analytics function from a reporting center to a strategic engine for competitive advantage.

About Paramount

INDUSTRY

Media & Entertainment

COMPANY SIZE

20,000+ employees



Tanmay Manohar

Head of Workforce Analytics

Primary Goals: Accelerate decision-making, unify workforce data, improve strategic responsiveness, and enhance employee experience.

Paramount, a leading, next-generation media and entertainment company, faced a critical business challenge: its HR technology infrastructure needed to evolve to match the dynamic pace of its business.

By partnering with One Model, Paramount implemented a unified People Analytics platform that provided the speed, configurability, and multi-dimensional insights needed to drive the business forward.

The results were transformative, accelerating decision-making for the analytics team, the CPO, and business leaders. Paramount now leverages real-time workforce data to manage crises, inform return-to-office strategy, and gain a significant competitive edge in the market.

The Challenge

Reimagining Our HR Analytics Environment

Paramount faced limitations with its existing HRIS platform at a time when the company was navigating significant mergers, hybrid work transformations, and market pressures. Paramount's People Analytics team, led by Tanmay Manohar, needed faster access to data to support business leaders in real-time scenarios.

> Our HCM platform lacked configurability and speed. We wanted our analytics to be agile and transparent—not a black box.
>
> —Tanmay Manohar, Head of Workforce Analytics, Paramount

The Solution

A Partnership for Foundational Excellence and Speed

Tanmay first discovered One Model at the HR Tech conference, years prior. The encounter stuck with him due to the clear promise of speed and integration. When Paramount's team revisited analytics providers, One Model quickly became the standout choice, distinguishing itself through clarity, capability, and trust.

> "Everything One Model promised in our SOW and MSA, they delivered. They weren't just selling us a solution; they became real partners."
>
> —Tanmay Manohar, Head of Workforce Analytics, Paramount

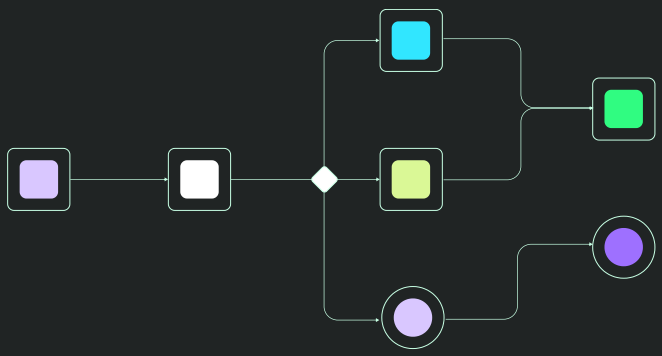
Paramount chose One Model not just as a technology vendor, but as the strategic partner to build their new foundation for workforce decision making. The solution was two-fold: implementing a powerful, unified platform and embracing the diligence required to "get the house in order."

1. **A Unified, High-Speed Analytics Engine:** One Model integrated Paramount's disparate data sets, providing a single, reliable source for workforce data.

2. **Investing Upfront to Accelerate Later:**

- **Validated and Cleaned Data:** The process uncovered and corrected systemic data entry errors, such as field misclassifications during manual new hire data entry.
- **Engaged Stakeholders Early:** The analytics team brought the Privacy and Legal teams into the conversation during the RFP process, ensuring all approvals were secured long before going live.
- **Built a Foundation of Trust:** By doing the hard work upfront, the team ensured the final output was accurate and trustworthy, giving leaders confidence in the data.

"Because we had spent the time to plan everything carefully up front," Manohar states, "when we added the acceleration that One Model provides, the deployment was fast. We suddenly had accurate, fast, available data at our fingertips. It's about going slow to then go fast."



The Results

Driving Competitiveness Through Speed and Insight

The implementation of One Model has fundamentally changed how Paramount operates, delivering speed and strategic value across the organization.

For the Analytics Team: From Hours to Minutes

The most immediate impact was on Manohar's team. They can now answer complex questions in real-time.

"We had a scenario where I was on a call with various executives across strategic services as well as the business. The group was stuck debating solutions. I ran a One Model storyboard during the call, surfaced relevant workforce data immediately, and by applying the right People Analytics consulting principles, we broke through and made the decision right then and there to just get started."

For the Business: A True Competitive Advantage

Ultimately, the speed of analytics translates directly to a competitive edge. As Manohar puts it, "Business is like tennis; those who serve well win."

- **Crisis Response:** When the LA fires hit, the team used One Model to immediately identify and support impacted employees. "You can't wait for that type of information," Manohar insists.
- **Strategic Growth:** When evaluating key target markets for sourcing new talent, Paramount combined One Model data with external labor market data to quickly assess talent availability and inform a time-sensitive strategy.

"Having faster access to workforce data allows us to capitalize on opportunities quickly, making us more competitive in the marketplace," Manohar concludes. For Paramount, One Model delivered on its promise, providing a partnership that has empowered the company to win.

Why One Model Worked

Preparation, Transparency, and True Partnership

Paramount's success with One Model didn't come from merely adopting technology, but from careful groundwork during implementation. Tanmay underscores that One Model isn't a quick fix. It's a strategic partner committed to transparency and real solutions:

"Many people look for a magic pill. One Model isn't that. It takes deliberate effort and careful coordination across many stakeholders, but if you're willing to put in that work, the value you get out of it is extraordinary."

One memorable testament to preparation and reliability: Tanmay launched One Model from his hospital room the day his son was born, confident that meticulous planning made the rollout smooth even in extraordinary circumstances:

"I sent the One Model welcome email from the hospital room, holding my newborn. It went flawlessly because we had done the diligence up front."

Key Insights and Lessons Learned

Real-time insights are essential
Paramount's agility in executive decisions now matches the speed of their business.

Integration reveals hidden truths
Connecting multiple HR datasets improved data entry procedures, resulting in cleaner data and meaningful insights.

Data-driven decisions can be empathetic
Paramount leveraged analytics to create humane workforce policies around return-to-office and employee wellbeing.

Partnership matters
Trust, transparency, and genuine collaboration made One Model more than just a vendor—it made them indispensable.

Conclusion

A New Chapter of Data-Driven Leadership

Paramount's transformation represents a seismic shift towards proactive, data-driven leadership. By choosing a true partner in One Model, they did more than implement a new technology; they adopted a new philosophy where meticulous preparation and trust form the bedrock of business agility.

Today, Paramount leverages the speed of insight to serve its people, manage crises with empathy, and seize competitive opportunities with confidence. Their journey proves that with the right partner and a commitment to foundational excellence, People Analytics can become the undisputed engine of business strategy.

About One Model



One Model pioneered people data orchestration and developed flexible predictive models that empower large and rapidly growing companies to unlock transformative insights and implement data-driven workforce strategies. Our platform is purpose-built to alleviate technical burdens for data scientists, engineers, and HR leaders, offering the most flexible and secure solution available today.

Committed to ethical data practices, we uphold the highest standards of security, privacy, and transparency—providing confidence in every decision powered by One Model.

Founded in 2014 by workforce analytics veterans Chris Butler, David Wilson, and Matthew Wilton, One Model was born from decades of industry expertise. The founders began their journey at Infohrm (later acquired by SuccessFactors and then SAP), where they witnessed the significant challenges organizations faced in assembling complex HR data and turning it into actionable insights. This experience inspired them to build One Model with a clear mission: **Make an organization's most complex data accessible and valuable.**

At One Model, we believe people are your company's most valuable asset. By systematically enabling better people decisions, we help organizations unlock their full potential. Our pre-built, highly customizable platform empowers business leaders to effortlessly access and analyze workforce data, rapidly generate strategic insights, enhance the effectiveness of their people leaders, and achieve measurable financial results.

Discover how we can help your organization thrive at onemodel.co.

Ready to learn more about One Model's People Analytics platform?

Scan to schedule a demo today: