

Case Study

Malwarebytes



Industry: Technology



Employees: 650

Company Summary:

Malwarebytes believes that when you're free from threats, you're free to thrive. What began as one person helping clean a family computer has grown into a mission-driven company focused on eliminating malware and protecting privacy worldwide.

THE CHALLENGE

Amid a high-priority year-end divestiture, Malwarebytes partnered with Kognitiv to support their agile HRIS team, ensuring seamless execution of Open Enrollment, Compensation Cycle, and Talent and Merit projects. This strong collaboration empowered Malwarebytes to maintain momentum and achieve their goals without disruption.

After learning our HRIS manager was leaving, my first call was to Kognitiv. My instincts were right. Kognitiv is a professional partner who stayed cool under pressure and worked beside us to successfully problem-solve the complexities of our work. We couldn't have delivered without the Kognitiv team.

- **Laura Klieves**, VP, Head of People

THE SOLUTION

Malwarebytes trusted Kognitiv as an extension to their internal team to manage critical year end projects while pushing "business as usual" requests forward during a transition. Empowering Malwarebytes to focus on essential growth initiatives as Kognitiv assigned a dedicated support team, including 2 Project Managers, to fill all resource and knowledge gaps for these endeavors and execute the projects in a timely manner:



Project Portfolio Management Utilizing Smartsheet



Oversight and Monitoring for Uniform Documentation



Regular Check-ins with Weekly Guidance to Proactively Identify Issues or Risks

For continued operational success, Kognitiv provided targeted training and knowledge transfer aligned with Malwarebytes' long-term goals—empowering their team with the skills to manage open enrollment, transactions, reporting, and integrations.

THE IMPACT

Kognitiv's extensive success plan helped Malwarebytes save an estimated \$150k over the span of 4 months!



Projects

Within a matter of months, Kognitiv enabled Malwarebytes to fully deliver routine end-of-year projects alongside a massive company restructuring project that touched almost every active module within Workday, including integrations to external systems saving Malwarebytes an estimated \$150k!



Onboarding Assistance

As Malwarebytes brought on new team members, Kognitiv ensured a smooth transition through efficient training and onboarding to empower new hires. By acting as an extension of their team, Kognitiv took the operational load off Malwarebytes, allowing focus to shift towards core growth initiatives while fostering comfort and confidence with their HRIS system, streamlining the path forward.



Efficiency Enhancements

Malwarebytes is now positioned to get even more value from their Workday investment. With Kognitiv's support, the team has gained clear visibility into high impact areas for enhancement in the future.

