

# TeamOhana

Strategic People Platform for *fast-growing* startups

[teamohana.com](https://teamohana.com)

*We have 20+ years of combined experience in B2B SaaS*

## Our Team

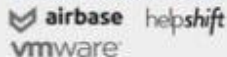


### **Tushar Makhija**

Co-founder, CEO

#product #sales  
#marketing #people-ops

[linkedin.com/in/tusharmakhija](https://www.linkedin.com/in/tusharmakhija)



- First VP Revenue @ Airbase, grew to \$4MM ARR and 150 customers in 2 yrs
- First VP Revenue @ Helpshift, scaled to \$20MM ARR and 300 employees in 5 yrs
- Early engineer at VMWare
- MS, Electrical Engineering from University of Southern California
- Connoisseur of Bourbon & EDM



### **Baishampayan Ghose (BG)**

Co-founder, CTO

#engineering #product  
#design #people-ops

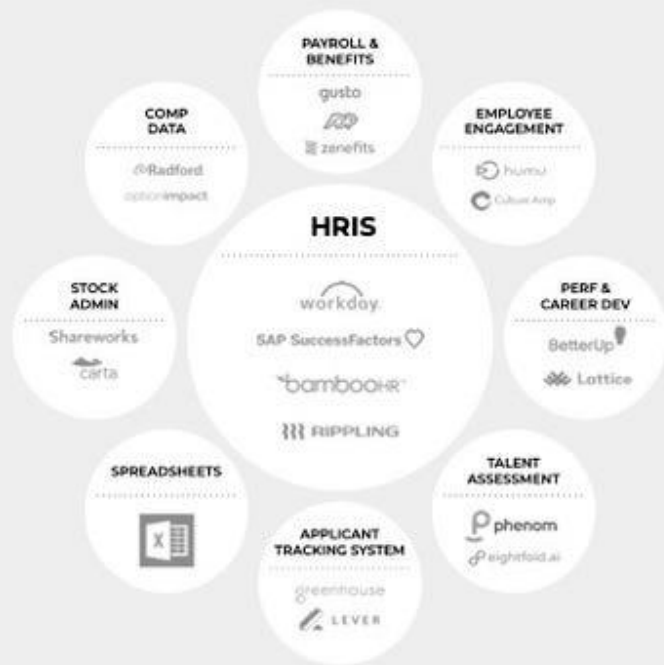
[linkedin.com/in/ghoseb](https://www.linkedin.com/in/ghoseb)



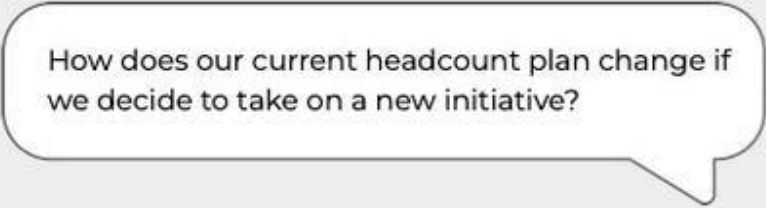
- Co-founder & CTO @ Helpshift, grew the team from 0 to 100+, scaled the system to 60K rps, 100MM+ conversations/month
- Early engineer at Cleartrip
- Distributed systems, compilers and functional programming expert
- Open Source contributor & project leader
- Bachelor's degree in Computer Science
- Amateur long-distance athlete

*Friends for 12 years. Scaled Helpshift for 6 years. This is our 2nd company together.*

Startups use  
many tools,  
answering  
*operational*  
people-related  
questions

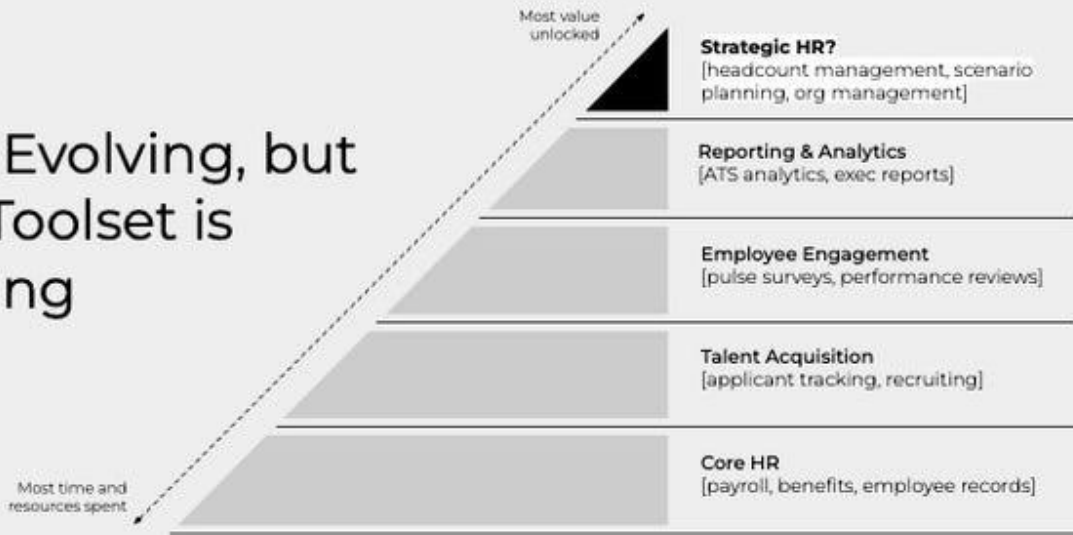


Yet, no tool  
answers  
strategic  
people-related  
questions



How does our current headcount plan change if we decide to take on a new initiative?

# HR is Evolving, but HR's Toolset is Lagging



# Modern business leaders are making the shift to strategic decision-making

CFO — ERP —> Netsuite —> FP&A —> Anaplan, Adaptive

CRO — CRM —> Salesforce —> Revenue Ops —> Clari, InsightSquared

CHRO — HCM —> Workday —> Strategic HR —> ???

# Without a Strategic People Platform



Hours are spent on manually pulling, updating & distributing data



Collaboration between HR, finance & rest of the business is difficult



It is impossible to have a real-time understanding of your organization



Spreadsheets are bespoke, fragile and out-of-sync

# It's Now HR's Time To Be Strategic

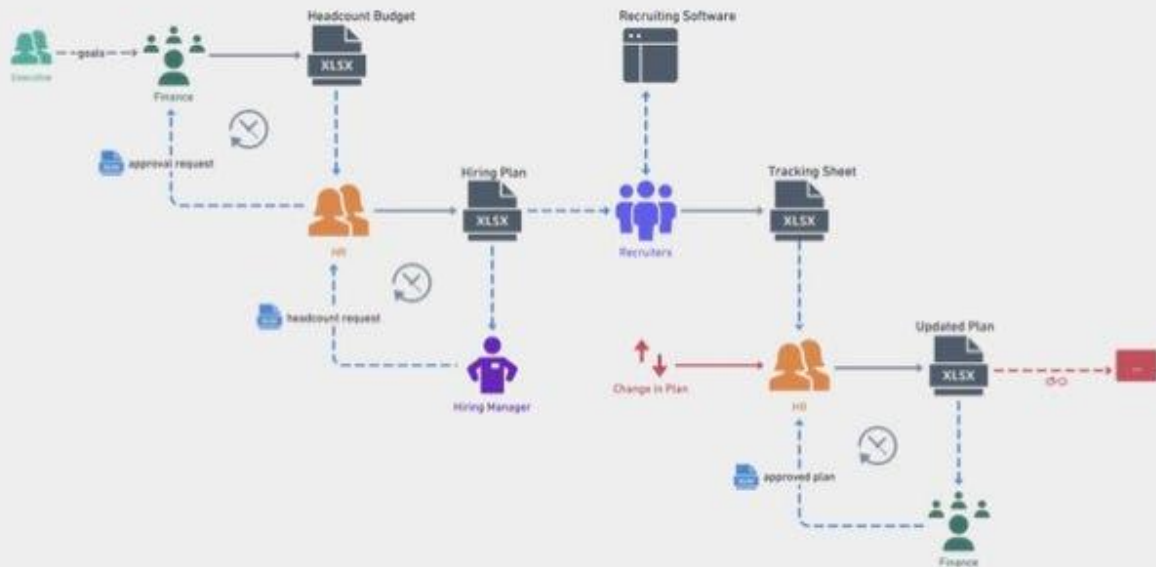
- HR is hamstrung by manual processes and lack of 360° people data
- CEOs are frustrated because HR is reactive and not data-driven
- Without proactive decision making, companies are at-risk of missing their growth goals



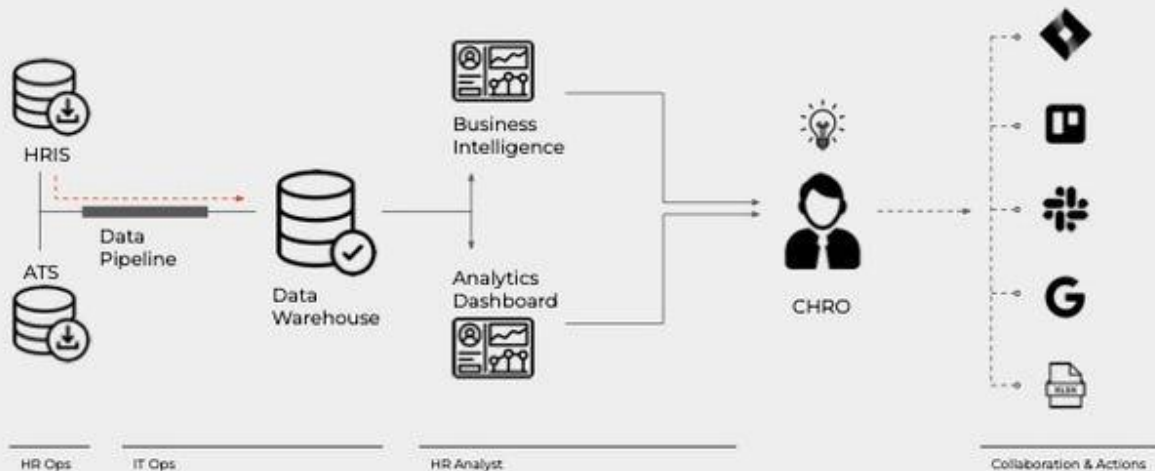
Today, more than 70% of a startup's budget spend is on headcount

Headcount management is our beachhead to make HR strategic

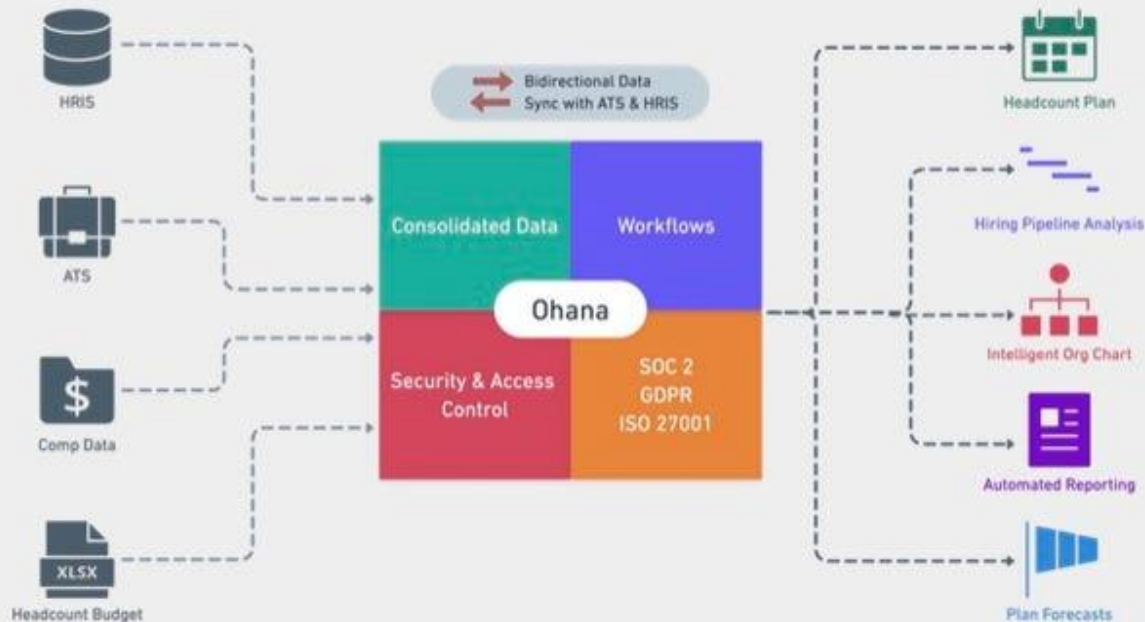
# Manual Headcount Management is a Pain



# How companies try to fix the pain today?



# TeamOhana Solution for Headcount Management



# TeamOhana Makes Headcount Management Agile



Predict plan  
success with  
forecasts



Visualize plan  
w/ intelligent  
org-charts



Stay on track  
with real-time  
reporting



Single source  
of truth

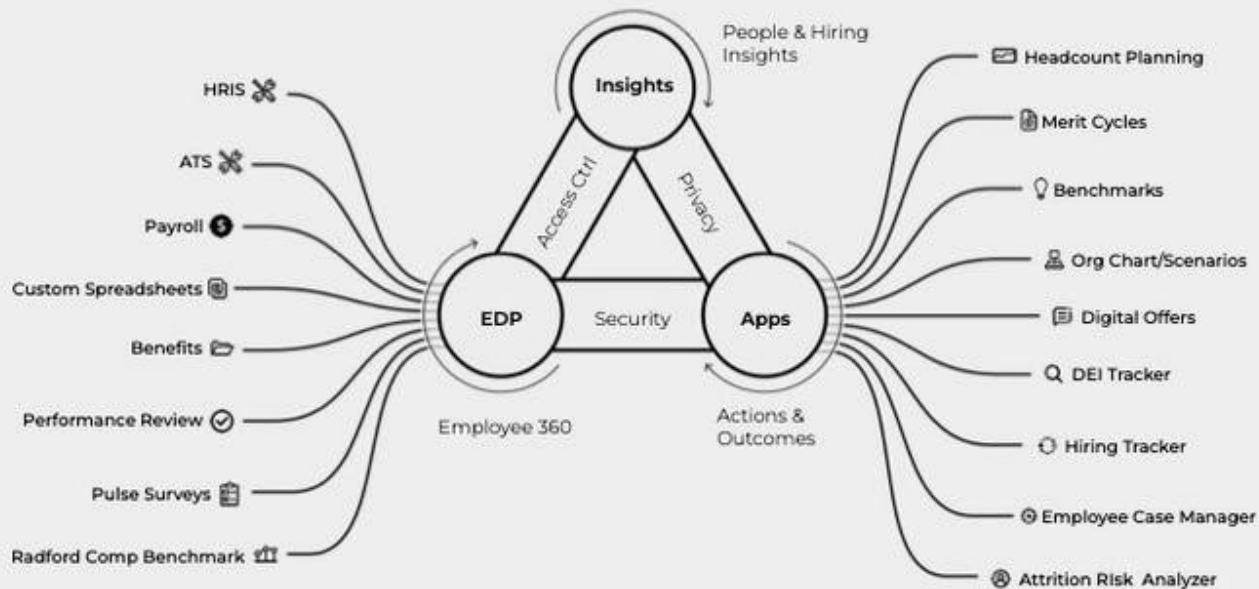


Always in sync  
with ATS &  
HRIS



Update and  
approval  
workflows

# TeamOhana Vision: Strategic People Platform



Partner with us to build the first  
**Strategic People** platform for  
fast-growing startups

tushar@teamohana.com  
bg@teamohana.com