



ManpowerGroup™

From Cost Pressure to Clarity: The Story Behind Manpower Group's 20% Savings





ManpowerG



CONTENTS

- 04** Introduction
- 05** Tracing the Overgrown Path
- 06** Inviting in the Right Partner
- 07** Clear Outcomes, Tangible Results
- 08** A Confident Recommendation
- 09** Final Thoughts

Introduction

There's something quietly powerful about clarity.

For ManpowerGroup Portugal, clarity didn't come through sweeping transformation - it arrived through a careful, measured partnership, one cost category at a time.

For over 60 years, the organisation has been a steady presence in the world of work. Through its three brands (Manpower, Experis, and Talent Solutions) it helps thousands of organisations and individuals by attracting, developing, and retaining the talent they need to succeed.

But during the height of the COVID-19 pandemic, the company found itself needing to do the same: to pause, reflect, and reassess.

With costs rising and uncertainty intensifying, ManpowerGroup Portugal engaged ERA Group in early 2020. A bold move, especially in a time when face-to-face meetings were impossible. The teams worked entirely remotely for the first two years, forging a partnership built on trust, transparency, and collaboration through one of the most volatile periods in recent history.

But even a company well-versed in helping others adapt must occasionally pause to reflect on its own course.

And so began a journey with ERA Group.





Tracing the Overgrown Path

Like many long-established organisations, ManpowerGroup Portugal had accumulated complexity. Legacy contracts. Familiar suppliers. Processes that had served them well - but not always efficiently.

Energy, telecommunications, fleet, facilities, insurance, fuel cards... all necessary. All increasingly expensive.

The question wasn't whether to act - it was how to begin.

For Rui Teixeira, Country Manager at ManpowerGroup Portugal, ERA's low-risk model aligned perfectly with a culture rooted in responsibility and trust.

“We had ambitious goals from the beginning,” Rui explains.

“Energy, fuel, and technology costs were increasing sharply, and we knew we needed to optimise some of our cost structures.”

Inviting in the Right Partner



Choosing the right partner is never just about capability - it's about trust, risk, and fit. For ManpowerGroup Portugal, the decision to work with ERA Group wasn't taken lightly. But the model, the mindset, and the method made it a natural choice.

“The decisive factor in choosing ERA was their ability to help us in a truly cross-functional way,” Rui says.

“We needed support in reviewing costs, identifying better suppliers, or renegotiating contracts - especially in categories like telecoms, energy, facilities, insurance, and tech.”

What stood out most was ERA's commercial model: no savings, no fee. It gave the team the confidence to open the door, collaborate fully, and focus on results - not risk.

“There's a certain effort involved, yes,” Rui admits.

“We're a business with 12,000 employees and a large operational footprint, so the process requires time and information-sharing. But the fact that there's no upfront investment brings great comfort.”

Clear Outcomes, Tangible Results

ERA Group didn't arrive with one-size-fits-all fixes. Instead, they navigated the terrain carefully - like seasoned hikers choosing the right trail.

They pored over contracts. Listened to operational teams. Benchmarked performance. And where they saw opportunity, they acted.

Their experts helped secure better pricing, more competitive service terms, and in some cases, smarter technology integrations that delivered impact far beyond the balance sheet.

By the time the dust had settled, ManpowerGroup Portugal had achieved annual savings of approximately 20% across a broad range of operational categories.

Not by cutting corners - but by seeing clearly.

ERA's approach respected what mattered: supplier relationships, service quality, and internal continuity. They found ways to improve without disruption.

This wasn't cost-cutting. It was cost intelligence.

For Rui and his team, the true value lay not just in what was saved - but in how it was delivered. With professionalism. With precision. With genuine partnership.

“The evaluation of this partnership is very positive. The goals we set were achieved,” Rui says.

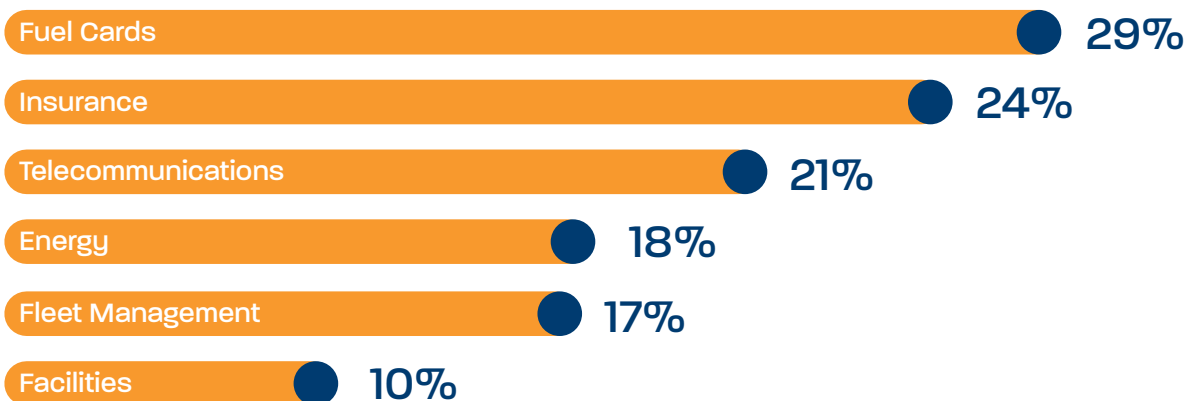
“We got exactly what we needed: specialist support in areas outside our core, and better cost structures for our operations.”

“And it wasn't just about what was saved - it was about how it was delivered. One thing that really impressed me was how quickly ERA understood our business and our operational needs - and how they balanced that with what the market could offer.”

This wasn't a sprint. It was a shared journey - rooted in insight and driven by trust.

And while the first phase has come to a close, the path ahead is wide open. More opportunities lie just around the bend. And with ERA walking alongside them, ManpowerGroup Portugal knows it's a trail worth following.

Summary of Savings



A Confident Recommendation

“We identified and developed many advantages throughout this project,” Rui reflects.

“And I can say with confidence, as I’ve already recommended ERA to others, that I’ll continue to do so.”

This wasn’t just a financial success - it was a strategic one. A partnership that strengthened operations, unlocked new value, and left the business better equipped for the future.

“This project was a real example of what a true partnership can achieve - even in extraordinary circumstances,” says João Porto, ERA Group expert.

BB We began during the lockdown. We didn’t meet the Manpower team in person until two years in. But despite market volatility, inflation, and fleet shortages, we stayed aligned. We truly became an extension of their team - and that mutual trust was key to achieving results. 99



Final Thoughts



This case study with ManpowerGroup Portugal is just one example of how our collaborative, insight-led approach delivers measurable results - even in the most uncertain times.

And the collaboration is far from over.

Whether you're navigating market volatility, rising costs, or evolving operational challenges, ERA Group can help you see the path forward - clearly.



**Discover the power of cost intelligence.
Visit eragroup.com to learn more.**



ManpowerGroup®



Scan the QR Code to watch the
Manpower Group Video Testimonial

Want to know more?
eragroup.com

value through insight™