

STRATEGIC AUDIT

2026 Readiness Assessment • Page 1 of 3

teamed.

I. STRATEGIC FOUNDATION

1. Employment Model Decision Framework

Do you have documented criteria for model selection?

Most companies decide reactively. Do you have a framework (e.g., "Contractors for projects <6 months, EOR for market testing") that dictates your path, or do you rely on whatever a vendor recommends?

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1 2 3 4 5
NONE READY

2. Graduation Pathway Planning

Is your evolution planned or chaotic?

Do you know exactly which contractors will need to transition to EOR in the next 6 months? Can you identify which EOR teams are approaching the financial threshold where establishing an entity is mandatory?

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3. Cross-Jurisdictional Strategy Coherence

Do you see the domino effect?

Do you understand how establishing an entity in Singapore affects tax obligations in Malaysia? Or how hiring EOR employees in Poland affects permanent establishment risks for your UK entity?

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II. OPERATIONAL EXCELLENCE

4. Unified Strategic Oversight

Do you have the "Total Picture"?

If your CFO asks for the total global employment cost today, can you provide a consolidated answer with strategic context? If you are just merging spreadsheets from different vendors without understanding the "why," score this Low.

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II. OPERATIONAL EXCELLENCE (CONT.)

5. Vendor Consolidation Assessment

Are you managing people or vendors?

Count your global employment vendors. If you are juggling 4-7 different providers with different standards and definitions of "urgent," you are paying a complexity tax. Have you assessed consolidation to reduce conflicting advice?

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(1) NONE (2) (3) (4) (5) READY

6. Compliance Documentation Readiness

Can you survive the 48-hour test?

If a government auditor requests documentation for all EU contractor relationships, can you produce (1) Business justification, (2) Independence contracts, and (3) Payment records within 48 hours without scrambling?

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(1) (2) (3) (4) (5)

III. TECHNOLOGY & GOVERNANCE

7. Misclassification Risk Assessment

Can you defend against the "Presumption of Employment"?

Under the EU Directive, the burden of proof reverses to you. Can you prove your contractors control their schedules and work for multiple clients? If you are uncertain about any relationship, you have immediate risk.

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(1) (2) (3) (4) (5)

8. Permanent Establishment Exposure Analysis

Is your "invisible" risk mapped?

Do you know which employment decisions trigger Permanent Establishment (PE) risk? E.g., a contractor in France negotiating contracts, or an EOR employee in Germany acting as your sole presence. This risk is invisible until it's expensive.

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(1) (2) (3) (4) (5)

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III. TECHNOLOGY & GOVERNANCE (CONT.)

9. Regulatory Change Navigation

Are you ahead or behind?

In the past 12 months, how many employment law changes affected your operations? If the answer is "I'm not sure," you have a gap. Are you receiving proactive guidance on changes (EU AI Act, Data Sovereignty) before they take effect?

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NONE READY

IV. HUMAN CAPITAL & CULTURE

10. Strategic Advisory Access

Are you getting advice or sales pitches?

When you ask "should we use EOR or an Entity," who do you ask? If it's a vendor incentivized to keep you on their platform, that's a sales pitch. Do you have access to objective counsel that understands your specific growth strategy?

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11. Employment Cost Optimization Framework

Are you overpaying for "Safety"?

That entity in Germany with 2 employees might be costing £50k in overhead that EOR would handle for £30k. Do you have a partner who models these scenarios to ensure you are cost-optimized for your specific stage?

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12. Advisor Continuity Through Growth Stages

Do you reset every time you grow?

Contractor → EOR → Entity. Does your strategic partner remain constant through this evolution? Or do you have to switch providers, migrate data, and rebuild relationships every time you graduate to a new model?

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