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Best GCC Setup Options for Small and Growing Companies

By GCCWise Insights | November 2026

For small and growing global companies considering India, establishing a dedicated team involves several decisions beyond hiring the first few employees.

Should the company establish its own entity or begin with an employer-of-record arrangement? What will the team cost to operate? Who will own the intellectual property? And which operating model will support growth without requiring the organisation to restructure its India operations later?

These decisions are particularly important for startups, scale-ups and smaller global companies establishing teams across engineering, product development, data, finance and business operations.

This guide examines the main **GCC setup options for small and growing companies in India**, explains how team size, cost and ownership influence the choice, and compares **10 providers** supporting companies at different stages of growth.

Editorial disclosure: This article is published by GCCWise, which is included as the first featured provider. The list is an editorial selection rather than an independently commissioned industry ranking. Company descriptions are based on publicly available information and provider materials. No company has paid to be included. Organisations should independently evaluate providers against their requirements.

GCC Setup Options for Small and Growing Companies at a Glance

Option	Typical ownership structure	Initial commitment	Usually suitable for
EOR	Provider legally employs staff; client directs their work	Relatively low	First hires, pilots or individual roles
Hosted or managed team	Team operates through a partner-managed structure	Relatively low	Dedicated teams before establishing an entity
GCC-as-a-Service	Ownership and employment structures vary	Varies	Companies seeking integrated setup and operational support
COPO	Client owns the GCC entity; partner operates agreed functions	Moderate	Companies wanting early ownership with operational support
BOT	Partner builds and operates the centre before a defined transfer	Varies	Companies seeking a managed start and planned transition
Wholly owned GCC	Client owns and controls its Indian entity	Typically higher upfront	Companies ready to establish and operate their own centre

These options are not mutually exclusive. Many small companies use them in sequence, for example starting with an EOR or hosted team and moving to their own entity as the team grows.

Start With the Initial Team Size

Initial team size is one of the clearest indicators of which option is likely to fit. It should be considered alongside the team's expected size in two or three years, not just on day one.

A handful of hires: test before you build

When a company is hiring its first few people in India, an EOR or a hosted team usually avoids the cost and administration of running an entity.

The priority at this stage is to test the mandate: whether the work can be done well from India, and whether the company can recruit the skills it needs. Early hires should usually include at least one experienced person who can set standards for those who follow.

A first dedicated team: decide the mandate and the leader

Once a company is building a dedicated team rather than filling individual roles, the choice of model becomes more strategic.

Hosted teams, GCC-as-a-Service and COPO arrangements can all work at this stage. What matters most is a clear mandate, a named India lead and simple but explicit governance: who sets priorities, who approves hiring and how performance will be measured.

A team expected to become a centre: plan ownership now

If the team is expected to grow into a capability centre, ownership decisions should be made early.

COPO, BOT or a wholly owned micro GCC provide a stronger foundation for protecting intellectual property, building local leadership and offering employees a consistent long-term proposition.

The crossover point

Providers commonly describe a headcount at which owning an entity becomes more economical than paying per-employee fees to an EOR or hosting partner.

That point varies with salary levels, provider fees, compliance costs and the functions involved. Companies should model it with their own numbers rather than relying on a general rule.

Understand the Cost Before Choosing a Model

The monthly fee per employee is only part of the picture. Small companies should compare the full cost of each option over several years, and at the size they expect the team to reach.

Cost element	What it includes	What drives it
Compensation and benefits	Salaries, statutory contributions such as provident fund and gratuity, insurance and other benefits	Role mix, seniority, location and India's labour code requirements
Provider fees	Per-employee EOR or management fees, setup fees, conversion or transfer fees	Operating model, scope of services and contract terms
Entity and compliance	Incorporation, registrations, accounting, statutory audit, tax filings, transfer pricing and payroll compliance	Whether the company owns its entity, and how many functions it runs itself

Cost element	What it includes	What drives it
Workspace and equipment	Coworking, managed or leased offices, laptops, security and connectivity	Team size, location and hybrid working policy
Recruitment	Agency or recruitment process outsourcing fees and employer branding	Niche skills, hiring volume and speed
Leadership and governance	The India lead, headquarters time and travel	Mandate complexity and the level of autonomy given to India
Transition costs	Moving employees and contracts between models	Contract terms and how early the transition is planned

The cheapest option for five people is not always the cheapest for fifty. A model that minimises cost at the start can become expensive or restrictive as the team grows.

Decide Who Owns What

Ownership is often the factor small companies consider last, and the one that is hardest to change later.

Before choosing an option, companies should be clear on:

- **The legal entity:** Whose entity will the team sit on, and for how long?
- **The employer:** Who issues employment contracts and carries employment obligations?
- **Intellectual property:** Do employment and service agreements assign all work product and IP to the company?
- **Data and systems:** Where will company and customer data be held, and who controls access? Obligations under India's Digital Personal Data Protection Act, 2023 should be considered.
- **Contracts and assets:** Who holds workspace leases, equipment and software licences?
- **The exit route:** How, when and at what cost can the team move to the company's own entity or another provider?

Best GCC Setup Partners for Small and Growing Companies at a Glance

The providers below represent different approaches to establishing an India team, from employment and managed-team solutions to GCC advisory, setup and operating services. They are not directly interchangeable, and the appropriate choice depends on the company's intended mandate and operating structure.

Company	Core strength	Best suited for
1. GCCWise	Operator-led GCC design and setup for focused, growing centres	Companies that want a small team designed to grow into a capability centre

Company	Core strength	Best suited for
2. InCommon	Full-stack GCC operator model for growth-stage companies	Startups, scale-ups and VC- or PE-backed companies building India teams
3. Wisemonk	EOR, managed pods and entity support in India	Companies moving from first hires to their own Indian entity
4. Flexiple	Managed employment during setup, then the company's own entity	Companies that want to start hiring before their entity is ready
5. The Scalers	Dedicated teams and GCCs in Bengaluru	Smaller companies that want a dedicated team without running an entity
6. MetaDesign Solutions	COPO, BOT and micro GCC models for engineering teams	Technology companies starting with small engineering teams
7. Dev Mantra	Micro GCC setup with finance and compliance support	Companies planning a small, wholly owned captive
8. Rishabh Software	GCC-as-a-Service from a Tier-2 city	Companies seeking a phased build outside Tier-1 hubs
9. Supersourcing	GCC setup with a strong talent focus	Companies prioritising speed of hiring and setup
10. GoodWorkLabs (Sansovi)	Integrated GCC platform including workspace	Companies wanting workspace, compliance and hiring from one platform

The order is an editorial presentation and does not represent a numerical performance ranking. The appropriate partner depends on the company's initial team size, intended mandate, ownership preferences and budget.

1. GCCWise - Designing Small Teams to Grow Into Capability Centres

Best suited for: Small and growing global companies that want their first India team designed around a clear mandate, the right leadership and a planned path to ownership.

GCCWise is a specialist GCC advisory and execution firm, founded by leaders with direct experience building and operating India-based organisations and global capability centres.

For small and growing companies, the most important decisions are often made before the first hires. Which capabilities should India own? What should the initial team look like? Who should lead it? And which operating model will support the company's plans for growth?

GCCWise helps organisations address these questions and translate the decisions into execution, working directly with founders, CEOs and functional leaders.

Its approach is particularly relevant when a company is moving beyond individual hires towards establishing a dedicated India capability. Rather than focusing solely on recruitment or initial setup, GCCWise helps define the operating model, leadership, governance and ownership pathway needed as the team grows.

Engagement models include GCC-as-a-Service, accelerated BOT, COPO and modular setup support, depending on the company's requirements.

Key services for small and growing companies

- **Market entry and model selection:** Defining the mandate, sizing the first phase and choosing the operating model.
- **Setup and launch:** Entity and compliance coordination, workspace readiness, talent acquisition and launch execution.
- **Leadership and governance design:** Defining the India lead's role, decision rights and the governance needed as the team grows.
- **Bespoke GCC support:** Targeted help for teams that are already running and need to scale, restructure or change models.
- **Ecosystem enablement:** Access to academic and industry partnerships that support early-career hiring.

Key strengths: Early-stage design, operator-led execution, founder-level involvement, flexible ownership pathways and governance that scales with the team.

Consideration: GCCWise is a specialist advisory and execution firm rather than a payroll platform or employer of record. For a company making one or two hires with no plans to build a team, an EOR alone may be the simpler first step. GCCWise is most relevant where the team is expected to grow into a dedicated capability.

Website: GCCWise

2. InCommon - Full-Stack GCC Operator for Growth-Stage Companies

Best suited for: Startups, scale-ups and VC- or PE-backed companies that want an operator to set up and run their India team.

InCommon launched GCC 2.0 in November 2025, describing it as a full-stack operator model for growth-stage companies, startups and mid-sized firms building teams in India.

The model covers legal and operational setup, through either an entity or an employer-of-record arrangement, along with compliance, IT and workspace. Hiring, payroll, HR and culture are run as one connected process.

InCommon is backed by Better Capital and also runs community initiatives for GCC leaders.

Key strengths: Startup and scale-up focus, integrated setup and operations, flexibility between entity and EOR routes, and talent community initiatives.

Consideration: InCommon's operator model is relatively new. Companies should ask for references at a similar stage and clarify how a move from an EOR arrangement to their own entity would work.

Website: InCommon

3. Wisemonk - From EOR to Your Own Entity in India

Best suited for: Companies that want to start with employer-of-record hires and grow into a team on their own Indian entity.

Wisemonk is an India-focused employer of record that also supports GCC builds.

Its options include fully managed pods, in which Wisemonk runs hiring, payroll, compliance and local leadership for a team working under the client's brand. Through Wisemonk Entity, it incorporates the client's own Indian subsidiary, which the client owns from day one, and runs compliance, payroll, people and banking until the client takes over.

Wisemonk also offers modular support for companies that already have an Indian entity. It states that its entity route is not a build-operate-transfer arrangement, because the company belongs to the client throughout.

Key strengths: India specialisation, a range of routes from EOR to own entity, client ownership from the start under its entity model, and modular support.

Consideration: Wisemonk focuses on India. Companies hiring in several countries may need another provider alongside it. Organisations should also review any transition or graduation fees.

Website: Wisemonk - Build a GCC in India

4. Flexiple - Hire Now, Own the Entity Later

Best suited for: Companies that want to start hiring while their own Indian entity is being set up.

Flexiple's GCC setup service employs staff through managed employment while it incorporates a private limited company registered in the client's name. Registrations transfer to the client's entity at handover.

Its published approach is explicit about when owning an entity becomes more economical than managed employment, and it sets out the setup steps clearly: incorporation, appointment of an India-resident director, statutory registrations, banking, and payroll, audit and workplace policies before the first hire joins.

Flexiple also offers talent sourcing and managed teams.

Key strengths: Hiring before the entity is ready, client ownership of the entity, transparent setup sequence and talent sourcing.

Consideration: Companies should clarify the operational support available after handover, including who will run payroll, compliance and workspace on an ongoing basis.

Website: Flexiple - GCC Setup

5. The Scalers - Dedicated Teams and GCCs in Bengaluru

Best suited for: Smaller companies that want a dedicated team in India without running their own entity at the start.

The Scalers has built dedicated offshore teams in Bengaluru since 2014, and also has offices in Dublin and London.

Under its GCC model, employees are hired for and work only for the client, but are registered under The Scalers' entity. A single monthly fee covers salaries, equipment and administration. Ownership can transfer to the client's own Indian entity, including through a build-operate-transfer arrangement.

Key strengths: Dedicated, client-exclusive teams, a single-fee model, Bengaluru talent access and an option to transfer.

Consideration: Because employees sit on The Scalers' entity, companies should review intellectual property assignment, data handling and the terms and costs of transfer. Delivery is concentrated in Bengaluru.

Website: The Scalers - Global Capability Centre

6. MetaDesign Solutions - COPO, BOT and Micro GCCs for Engineering Teams

Best suited for: Technology companies that want to start with a small engineering team and grow it into an owned centre.

MetaDesign Solutions is a software engineering firm headquartered in Gurugram, delivering offshore teams since 2006.

Its GCC services cover fully owned subsidiaries, build-operate-transfer, Company-Owned Partner-Operated (COPO) arrangements, and lighter options such as micro or nano GCCs and managed GCCs for smaller starting teams. It cites CMMI Level 3, ISO 27001 and SOC 2 compliance.

Key strengths: Engineering focus, a choice of ownership models, small-team starting options and security certifications.

Consideration: MetaDesign Solutions is primarily an engineering services firm. Companies should distinguish clearly between dedicated teams or staff augmentation and a captive GCC, and confirm capabilities for any non-technology functions.

Website: MetaDesign Solutions - GCC Setup

7. Dev Mantra - Micro GCC Setup With Finance and Compliance Support

Best suited for: Companies planning a small, wholly owned captive with strong finance and compliance support.

Dev Mantra has advised companies on India market entry, GCC setup and financial compliance from Bengaluru since 2008.

It describes a micro GCC as a wholly owned captive entity with a narrow mandate, supported by shared GCC-as-a-Service infrastructure for payroll, HR and compliance. Its recommended path for first-time entrants is to start with an EOR pilot and convert to a captive once the function and talent market have been tested.

Its compliance-first model covers areas such as transfer pricing, foreign exchange regulations and data-protection readiness.

Key strengths: Micro GCC focus, finance and compliance expertise, a staged path from pilot to captive, and virtual CFO services.

Consideration: Dev Mantra's core strength is finance and compliance. Companies may need a separate recruitment partner for hard-to-fill technical roles.

Website: Dev Mantra

8. Rishabh Software - GCC-as-a-Service From a Tier-2 City

Best suited for: Companies seeking a phased GCC build outside India's Tier-1 hubs.

Rishabh Software delivers GCC-as-a-Service from Vadodara in Gujarat, which it positions as a Tier-2 alternative to cities such as Bengaluru and Mumbai.

Its engagement models include build-operate-transfer, Build-Operate-Collaborate, GCC Assist, joint ventures and hybrid structures, allowing clients to choose the structure that matches their ownership goals. It also describes growing a GCC in phases, starting from a small team.

Key strengths: Tier-2 location, a range of engagement models, phased growth and technology services capability.

Consideration: Companies should assess talent depth in a single Tier-2 location for niche roles, and confirm the ownership position under each engagement model.

Website: Rishabh Software - GCC as a Service

9. Supersourcing - GCC Setup With a Strong Talent Focus

Best suited for: Companies prioritising speed of hiring and setup.

Supersourcing provides end-to-end GCC services covering strategy, location selection, talent acquisition, infrastructure, legal registration and ongoing regulatory compliance.

It positions its offering for organisations ranging from startups with small teams to enterprises scaling operations.

Key strengths: Talent acquisition, end-to-end setup coverage and support for companies at different stages.

Consideration: Companies should evaluate the governance and operating-model support available beyond hiring, and test how the provider's setup timelines apply to their own plans.

Website: Supersourcing - Global Capability Center

10. GoodWorkLabs (Sansovi) - Integrated GCC Platform Including Workspace

Best suited for: Companies that want workspace, compliance and hiring support from a single platform.

In February 2025, GoodWorks introduced the Sansovi GCC platform, which brings together workspace infrastructure, regulatory and compliance support, recruitment and workforce services, technology delivery and security, and strategic consulting.

GoodWorkLabs' GCC services include employer-of-record hiring before an entity is set up, legal entity setup and managed offices.

Key strengths: Integrated workspace and services, EOR and entity options, and recruitment support.

Consideration: The platform is broad and largely enterprise-oriented. Small companies should confirm the scope, minimum commitments and commercial model for a small team.

Website: GoodWorkLabs - Global Capability Center

How Small and Growing Companies Should Choose a GCC Partner

1. Match the partner to your next stage, not only today

A partner that suits five people may not suit fifty. Consider whether the provider can support the next stage of growth, or whether a change of partner will be needed, and what that change would involve.

2. Get the ownership terms in writing

Before signing, confirm:

- Whose entity the team will sit on, and for how long
- How intellectual property and data are assigned and protected
- Whether there are conversion, transfer or non-solicitation clauses
- What happens to employees' service history and benefits on transfer
- What notice is required to exit

3. Price the full year and the transition

Ask for a full-year cost that includes compensation, statutory obligations, workspace, equipment, recruitment and provider fees. Then ask what moving to the next model would cost.

4. Appoint an India lead early

For a small team, a strong local lead is often the difference between a group of remote employees and a functioning centre. Define the role before the team grows beyond a handful of people.

5. Keep the mandate narrow at first

Small centres succeed by doing a defined set of things well. Expanding the mandate before the first capability is stable can stretch leadership and dilute results.

Frequently Asked Questions

What is the best way for a small company to set up a team in India?

It depends on the planned size and purpose of the team. For a few hires, an employer of record is usually the simplest route. For a dedicated team, hosted, GCC-as-a-Service or COPO models are common. For a team expected to become a long-term centre, a wholly owned entity or a planned transfer route provides a stronger foundation.

How many people do you need to start a GCC?

There is no universally prescribed minimum headcount for a GCC. Companies may begin with a small dedicated team and expand in phases. However, a few employees hired in India do not automatically constitute a GCC. A GCC typically has a defined organisational mandate, governance structure and responsibility for delivering specific capabilities to the parent organisation.

The appropriate initial size depends on the work being established, leadership requirements and the company's long-term plans.

Is an EOR enough, or do we need our own entity?

An EOR can be enough for a small number of hires or a pilot. As the team grows, needs a local leader or handles sensitive intellectual property and data, owning an entity, or using a structure with a clear route to ownership, usually becomes more appropriate.

What does it cost a small company to run an India team?

The main costs are compensation and statutory benefits, provider fees, entity and compliance costs where applicable, workspace, equipment, recruitment and leadership time. The total depends on role mix, location and operating model, and should be compared over several years.

Can we move from an EOR or hosted team to our own entity later?

Yes. Many companies do. The move is smoother when it is planned from the outset, with agreed transfer terms, attention to employees' service continuity and benefits, and clear assignment of intellectual property.

Who owns the intellectual property if our team is employed by a partner?

Ownership depends on the contracts. Agreements with the partner, and the partner's agreements with employees, should assign all work product and intellectual property to the company. This should be confirmed before the team starts work.

Is a GCC suitable for a startup?

It can be, particularly for startups that need a dedicated engineering, product or operations team and want to retain control over their capabilities. The model and size should reflect the startup's stage, funding and plans for growth.

Final Thoughts

Small and growing companies now have several practical ways to build capability in India.

The right option depends less on the size of the provider than on four questions: how large the team will be at the start, what it will cost to run, who will own what, and how the team will grow.

Companies that answer those questions early, and choose a structure that can evolve, avoid having to rebuild their India team just as it begins to deliver.

Building your first team in India?

GCCWise works with small and growing global companies on GCC strategy, setup and operationalisation. Our operator-led approach helps companies design a first team that is right-sized today and ready to grow into a capability centre.

Explore GCCWise's GCC Setup & Advisory Services

Contact: hello@gccwise.com

Sources and Further Reading

The following official company sources provide additional information on the providers and engagement models discussed in this article.

1. GCCWise - GCC Setup, Advisory and Transformation Services
2. GCCWise - Bespoke GCC Support
3. InCommon - Launch of GCC 2.0
4. Wisemonk - Build a GCC in India
5. Flexiple - GCC Setup
6. The Scalers - Global Capability Centre
7. MetaDesign Solutions - GCC Setup Services
8. Dev Mantra - Micro GCC India 2026: Setup Cost, Paths and Timeline
9. Rishabh Software - GCC as a Service
10. Supersourcing - Global Capability Center
11. GoodWorks - Launch of the Sansovi GCC Platform
12. GoodWorkLabs - Global Capability Center Services