



Power UP

Sourcing Strategies

February 19, 2020

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We are helping companies via better resource management to achieve improvements in:

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- Customer satisfaction
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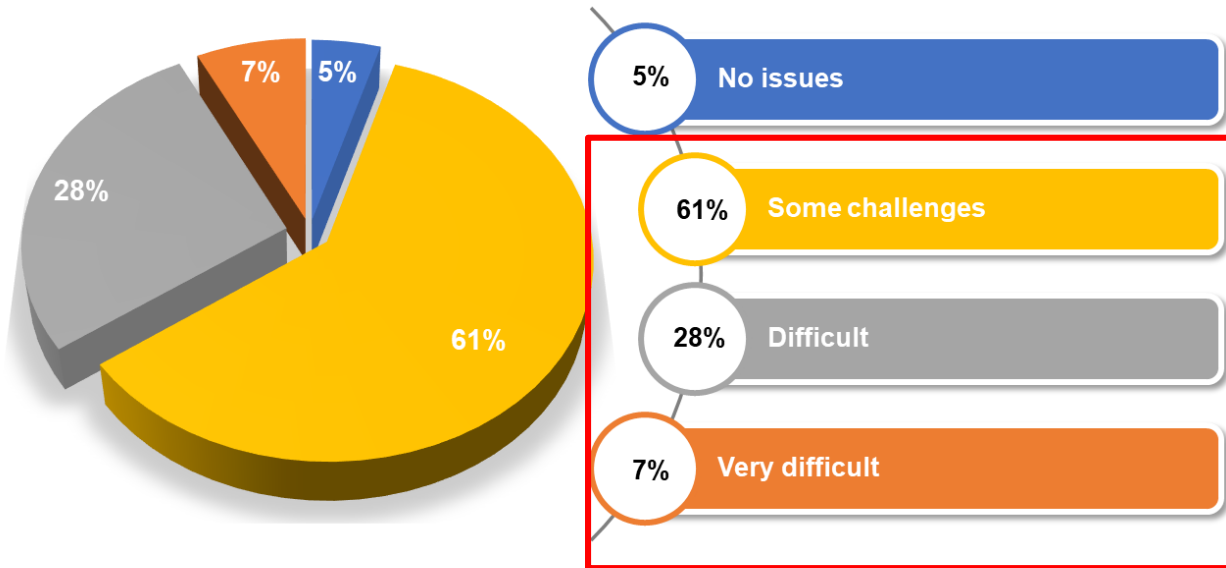
RMI offers resource management classes and certification for project-based services teams.

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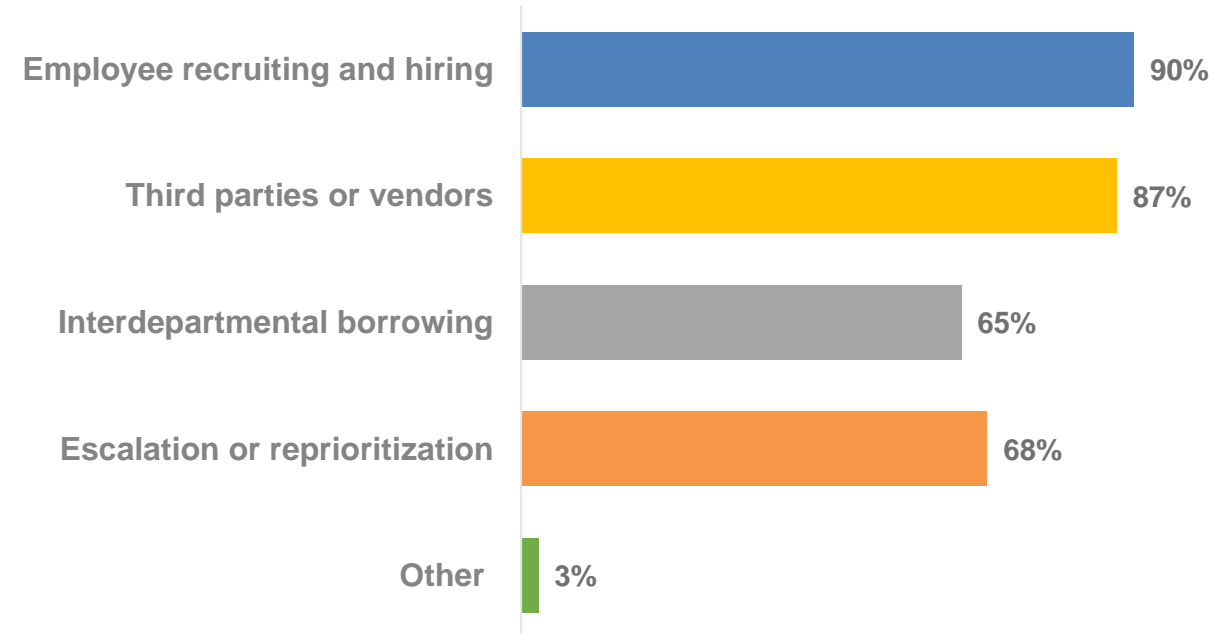
Sourcing Strategies

Finding Talent is Challenging for Most Companies

What is the current status of finding available talent?



What are the elements of your sourcing strategy?



Companies Adopting 'All-in Methods' to Address Talent Needs

Source: RMI Sourcing Strategy survey 4Q/2019

Sourcing Best Practice Tips and Techniques

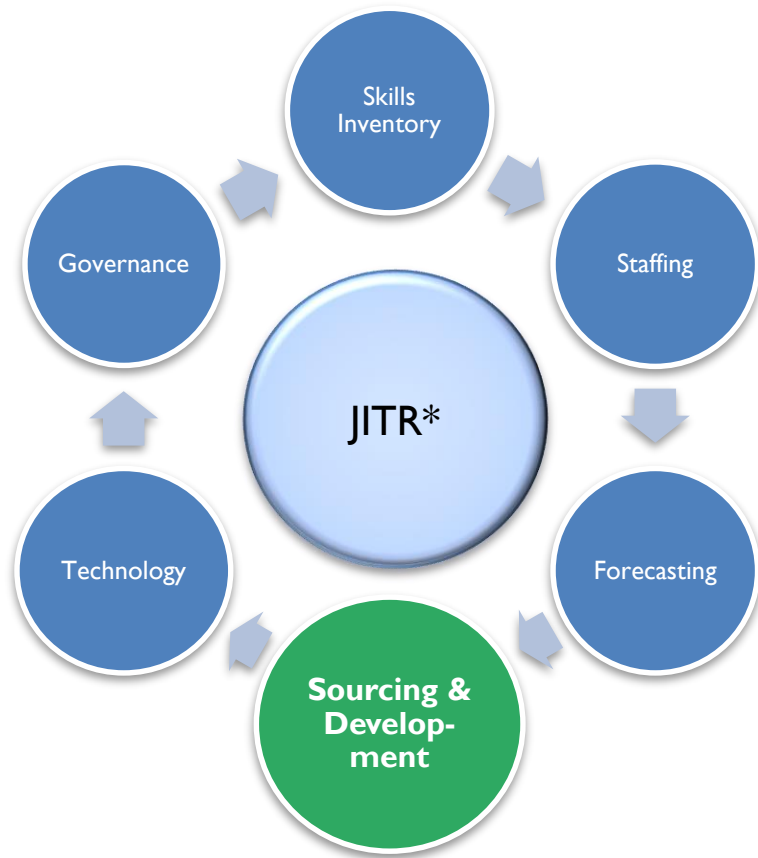
- 1. Have a sourcing strategy!**
- 2. Get your mix of employees vs. third parties right**
- 3. Lead with warm pool recruiting to support a Just-in-Time Resourcing[®] process**
- 4. Technology to automate your processes is your friend**

Sourcing and Development

Excerpt from RMCP® curriculum

An effective Sourcing and Development practice mandates that:

- Decisions regarding human capital acquisition are made as a result of an integrated process involving demand forecasting, delivery staffing and project management.
- Recruiting is considered a strategic function vs. merely tactical.
- Talent Management and Retention program that focuses on training, career management, and competitive compensation is implemented.



*Just-in-Time Resourcing®

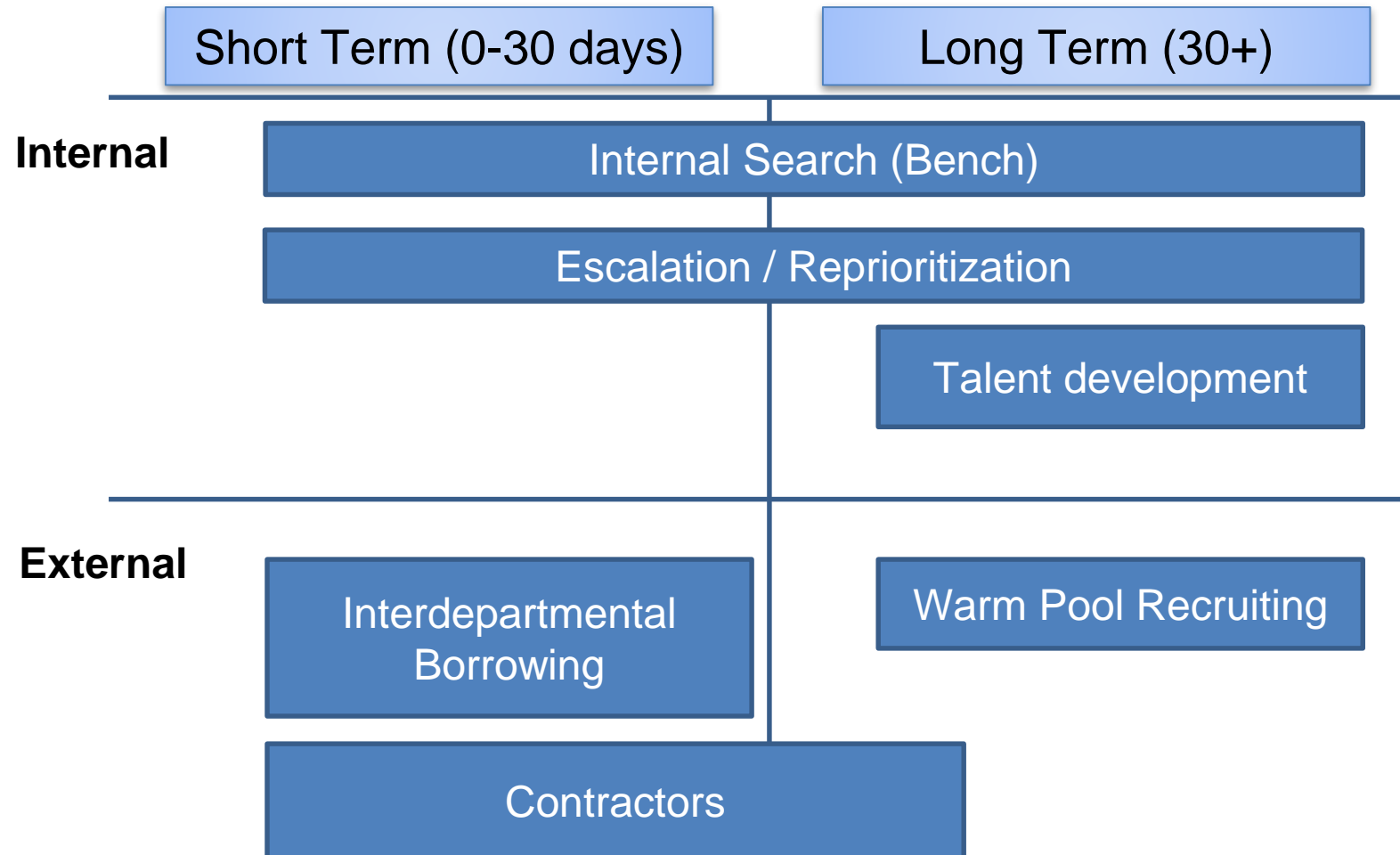
Average time to staff roles is rapid while maintaining high utilization



Getting to Just-in-Time!

Sourcing and Development Strategies

Excerpt from RMCP® curriculum

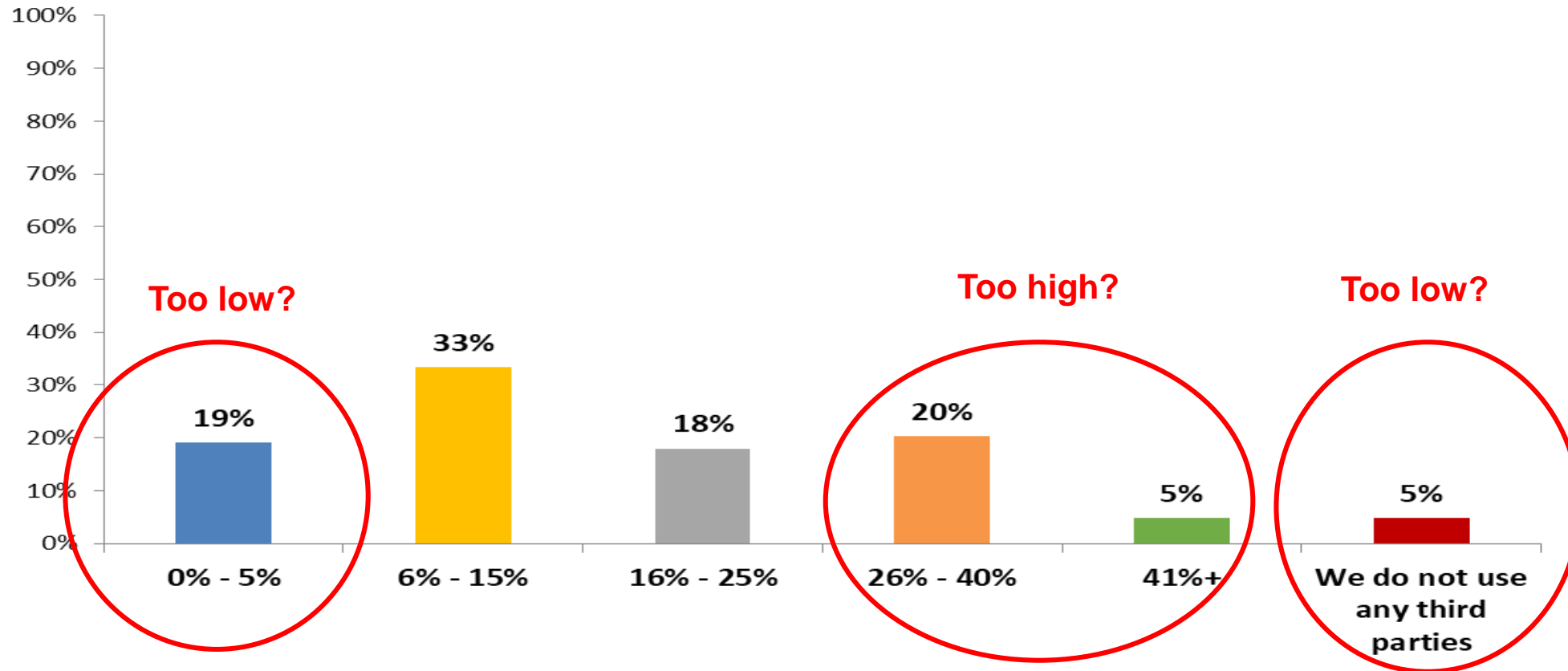


Sourcing Best Practice Tips and Techniques

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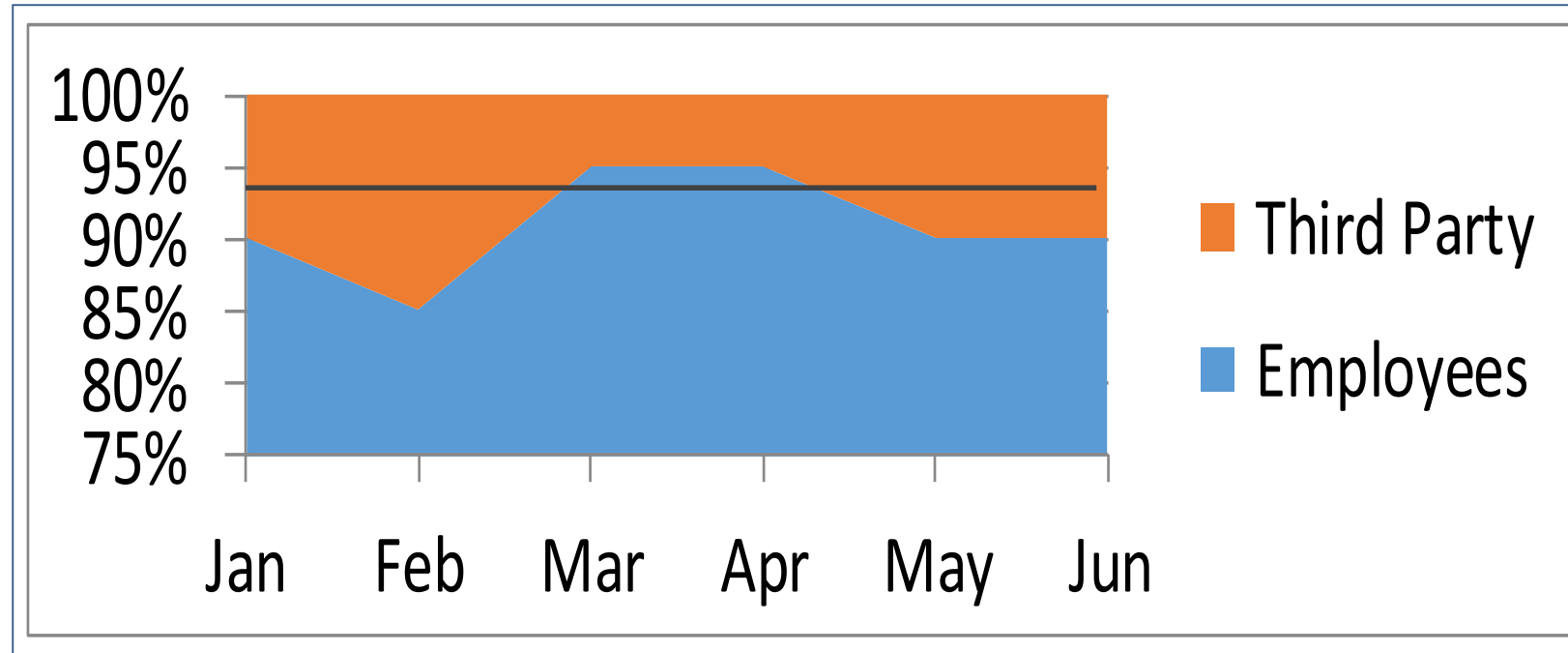
Third Party Resource Dependencies

As a percent of our total service delivery workforce, third party or vendor supplied resources represent what percent of the total?



Source: RMI Sourcing Strategy survey 4Q/2019

Peak-load



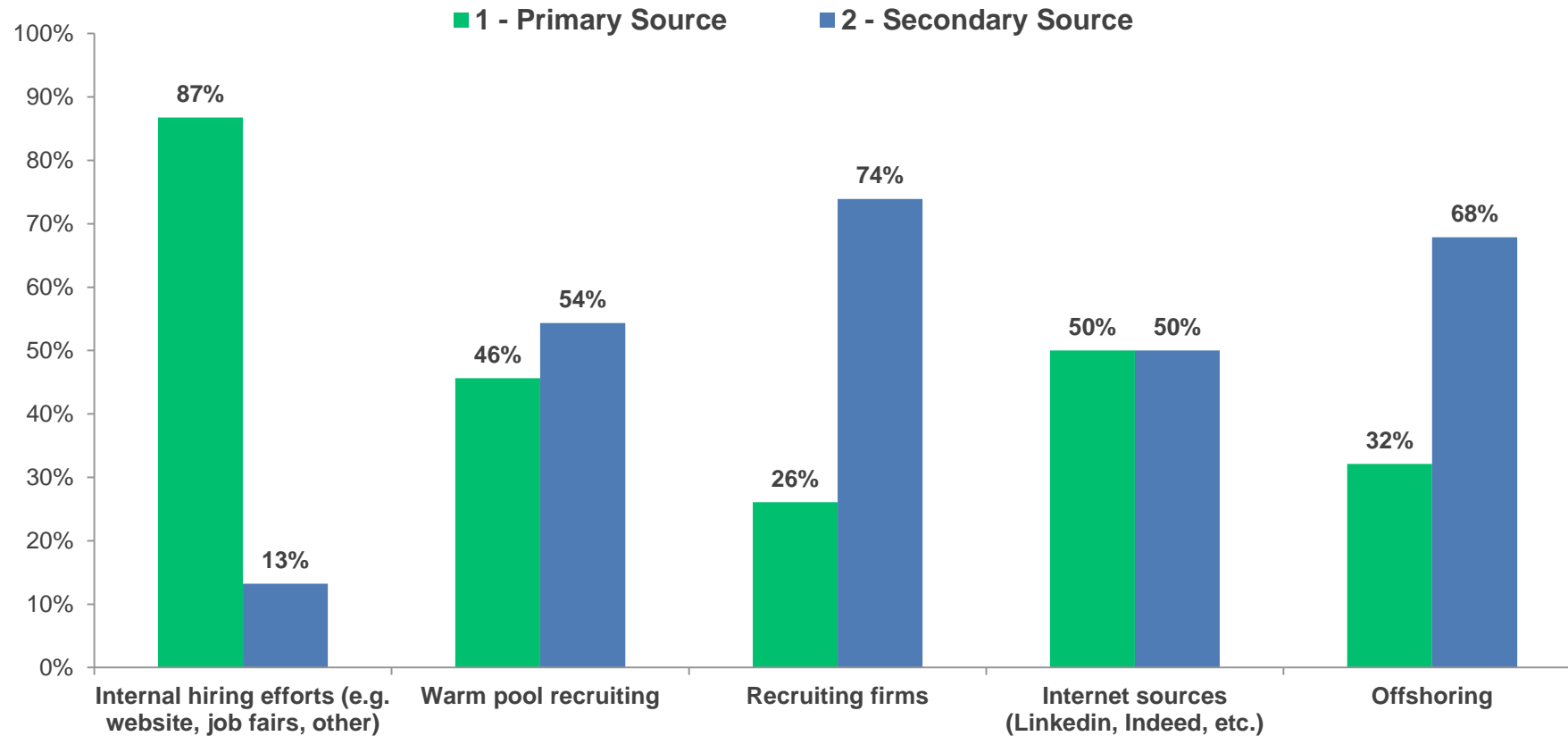
- Labor mix should have stated targets
- Use alternate sources of labor to smooth out the utilization curve
 - Partners, contractors, vendors, other
- Typically 5 – 20% of your total population
- Consider when use of contractors should be reduced

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Talent Sources

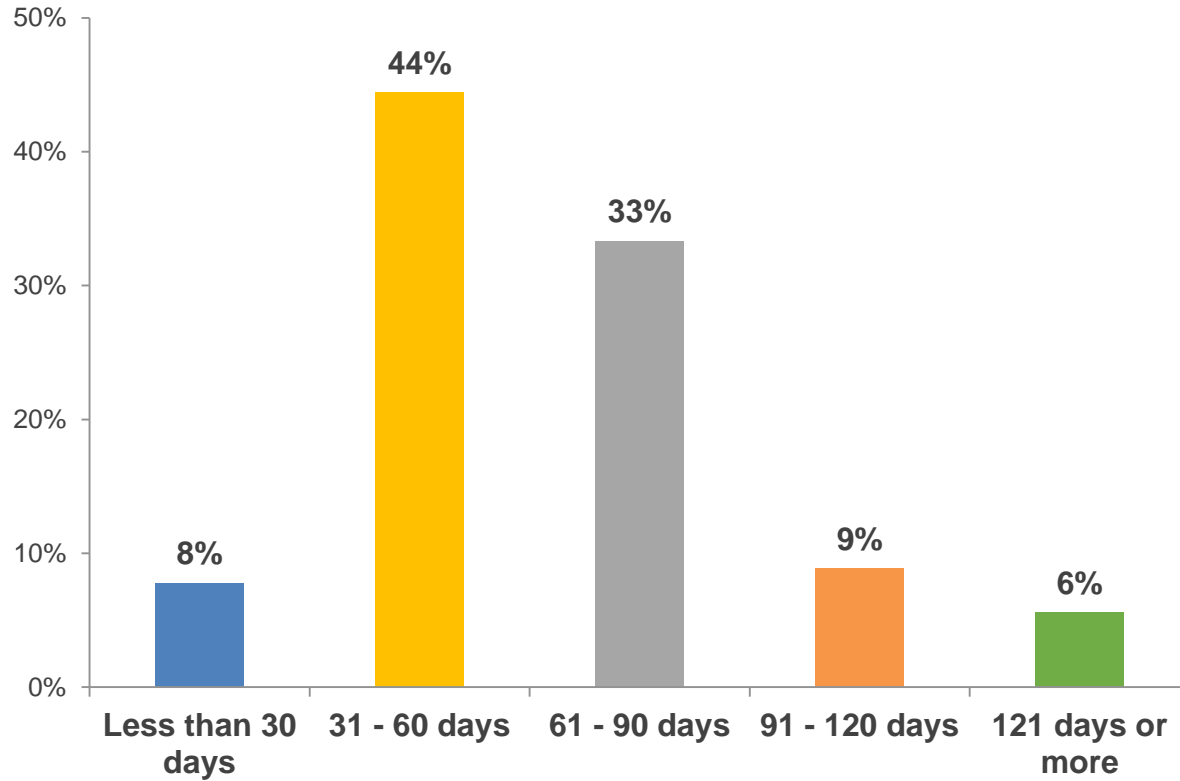
Our primary and secondary sources for locating employee talent are:



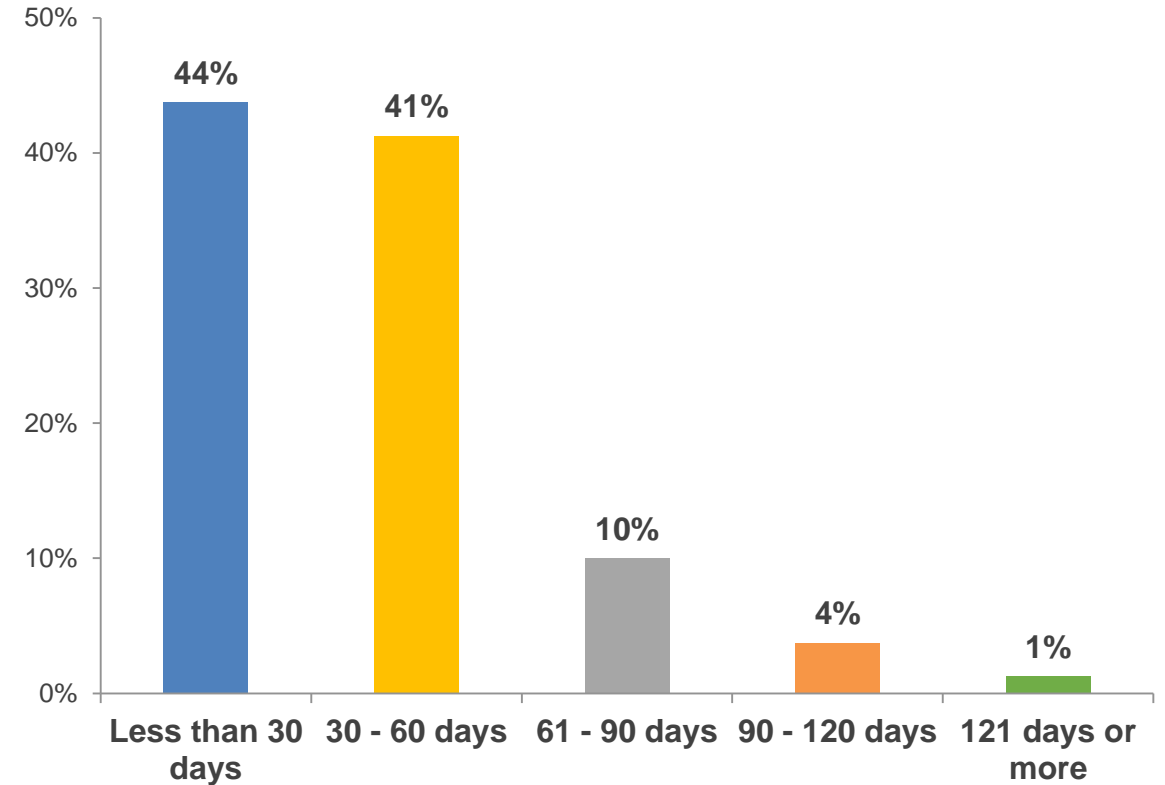
Source: RMI Sourcing Strategy survey 4Q/2019

Finding Good Talent Takes Time

The average time it takes to recruit and on-board an **employee** from start to first productive day is:



The average time it takes to recruit and on-board a **third party resource** from start to first productive day is:



Source: RMI Sourcing Strategy survey 4Q/2019

JITR: Warm Pool Recruiting

Excerpt from RMCP® curriculum

Create a pipeline of candidates that are later recruited into roles in a “Just-In-Time” hiring system to meet specific job or project needs.

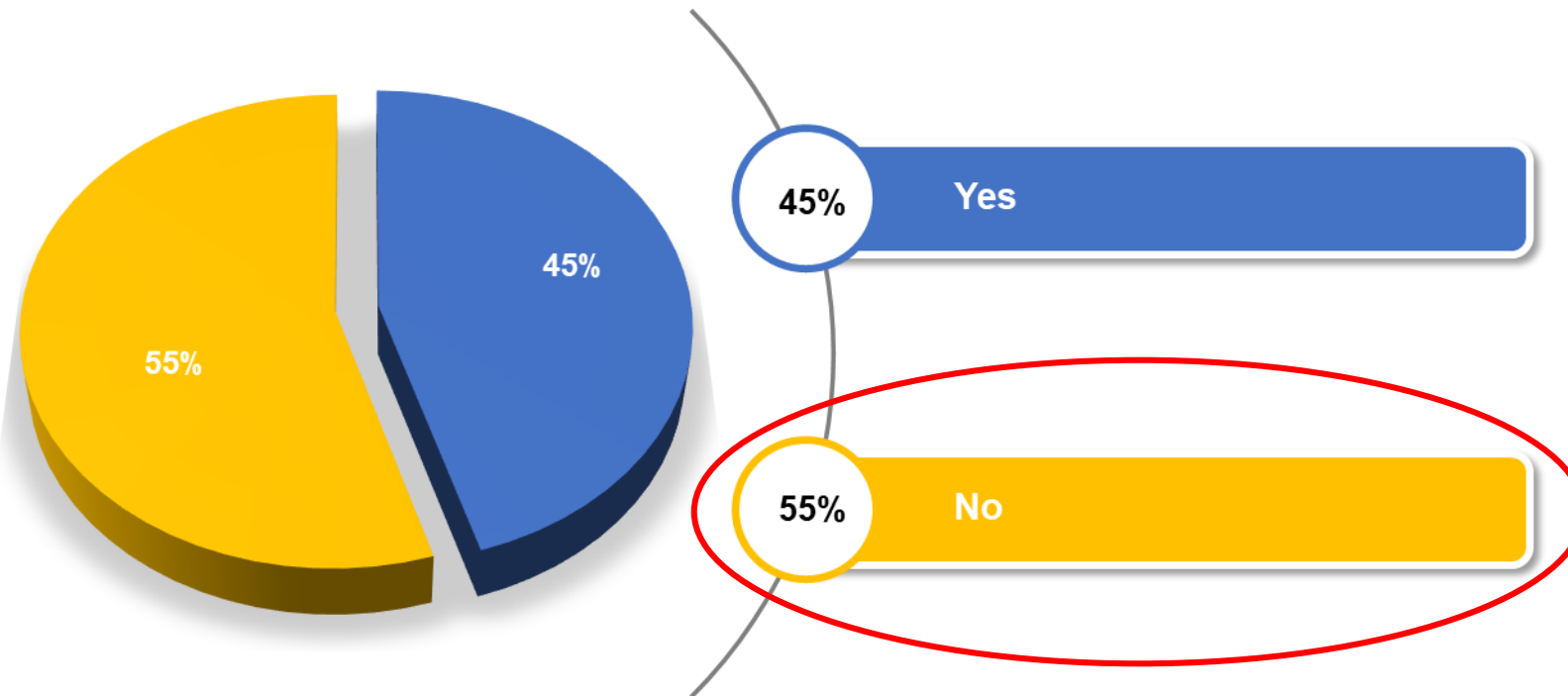


Sourcing Best Practice Tips and Techniques

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Automation Tools Should Be Your Friend

My PSA/PPM/RPM tool helps us with effectively identifying surplus or gaps in our capacity plans in time for us to effectively rebalance our resources?



Source: RMI Sourcing Strategy survey 4Q/2019

Key Functionality:

- What if projections
- Ability to handle talent categories e.g. employees vs. third parties
- Minimal spreadsheet dependency or none
- Data analysis, reporting and dashboarding

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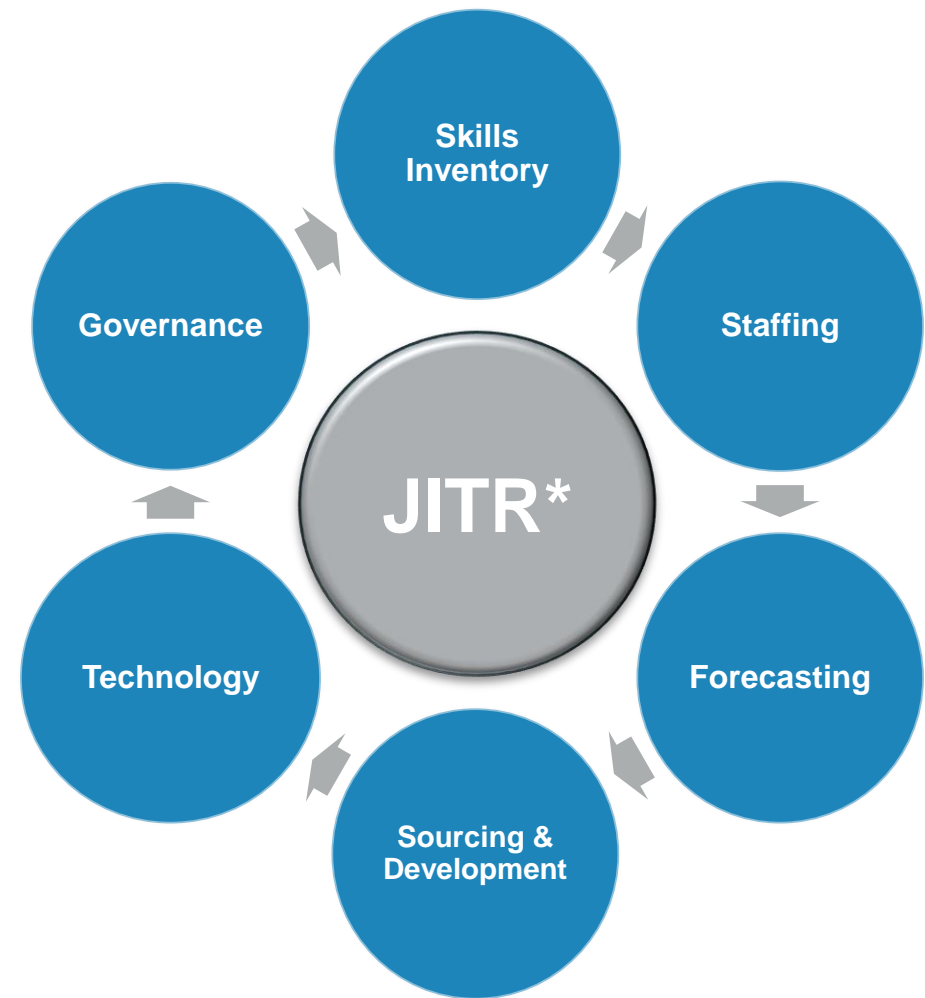
ca
technologies

RMCP® Overview

- Prerequisite study
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JITR = Just-in-Time Resourcing®

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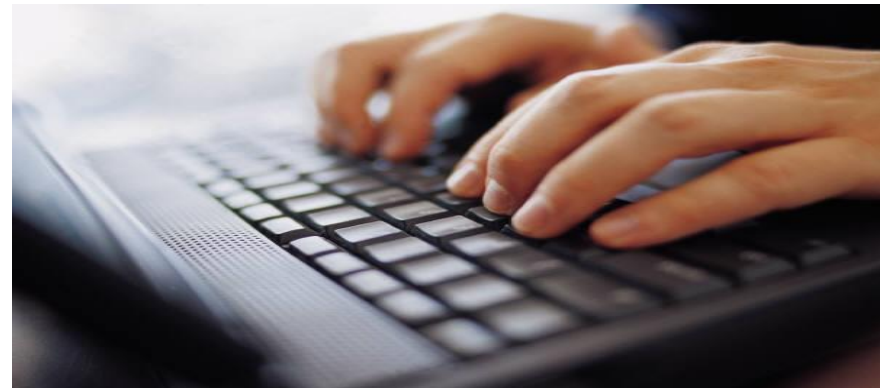
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Q&A

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