



# Power UP

## Sourcing Strategies

February 19, 2020

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The RMI is dedicated to the advancement of resource and workforce management thought leadership, best practices and standards, globally recognized credentials that certify resource and workforce management expertise, and tools and resources necessary for effective and efficient management of human capital intensive businesses.

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

- Project performance
- Resource utilization
- Customer satisfaction
- Employee engagement/retention

**We do this by providing:**

- Best practice definition and development
- Market research and white papers
- Training and education
- Industry collaboration/events

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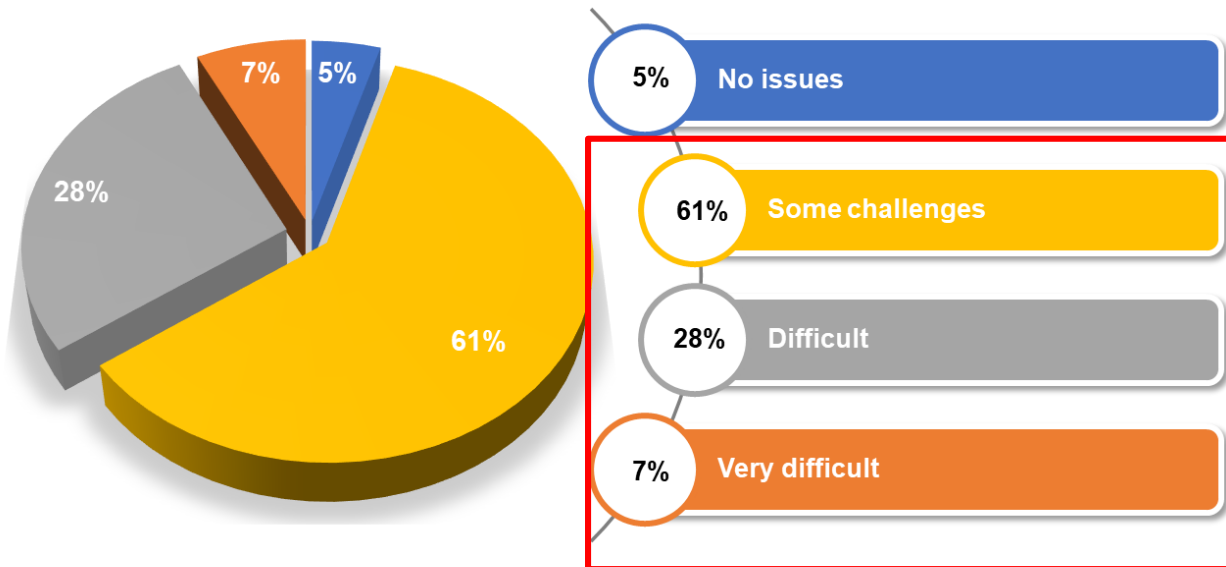
RMI offers resource management classes and certification for project-based services teams.

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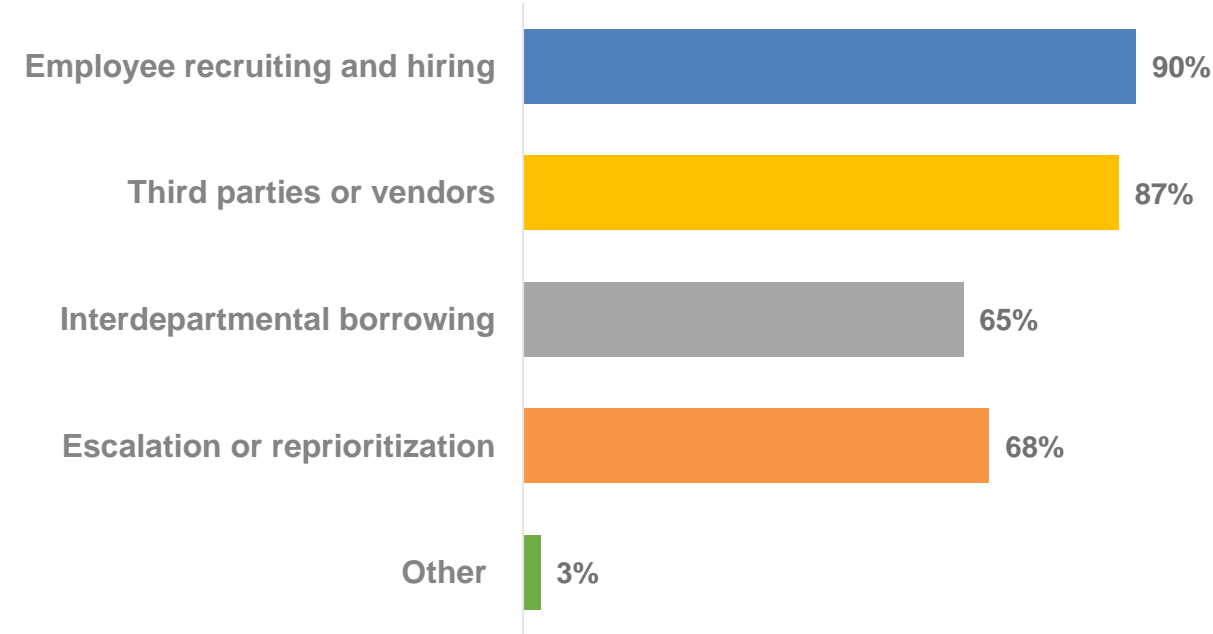
# Sourcing Strategies

# 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

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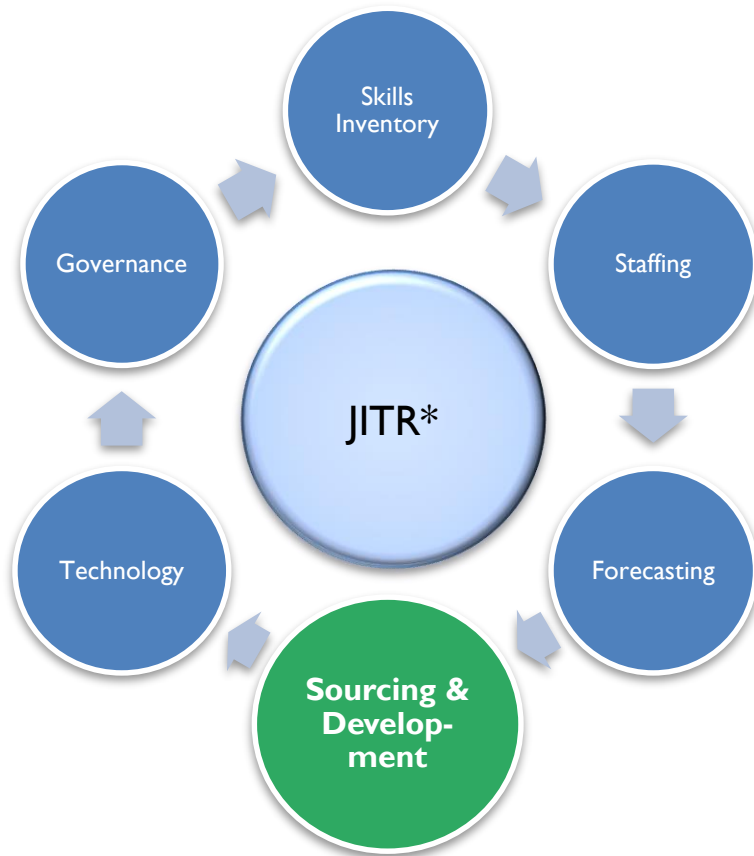
- 1. Have a sourcing strategy!**
- 2. Get your mix of employees vs. third parties right**
- 3. Lead with warm pool recruiting to support a Just-in-Time Resourcing<sup>®</sup> process**
- 4. Technology to automate your processes is your friend**

# 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®

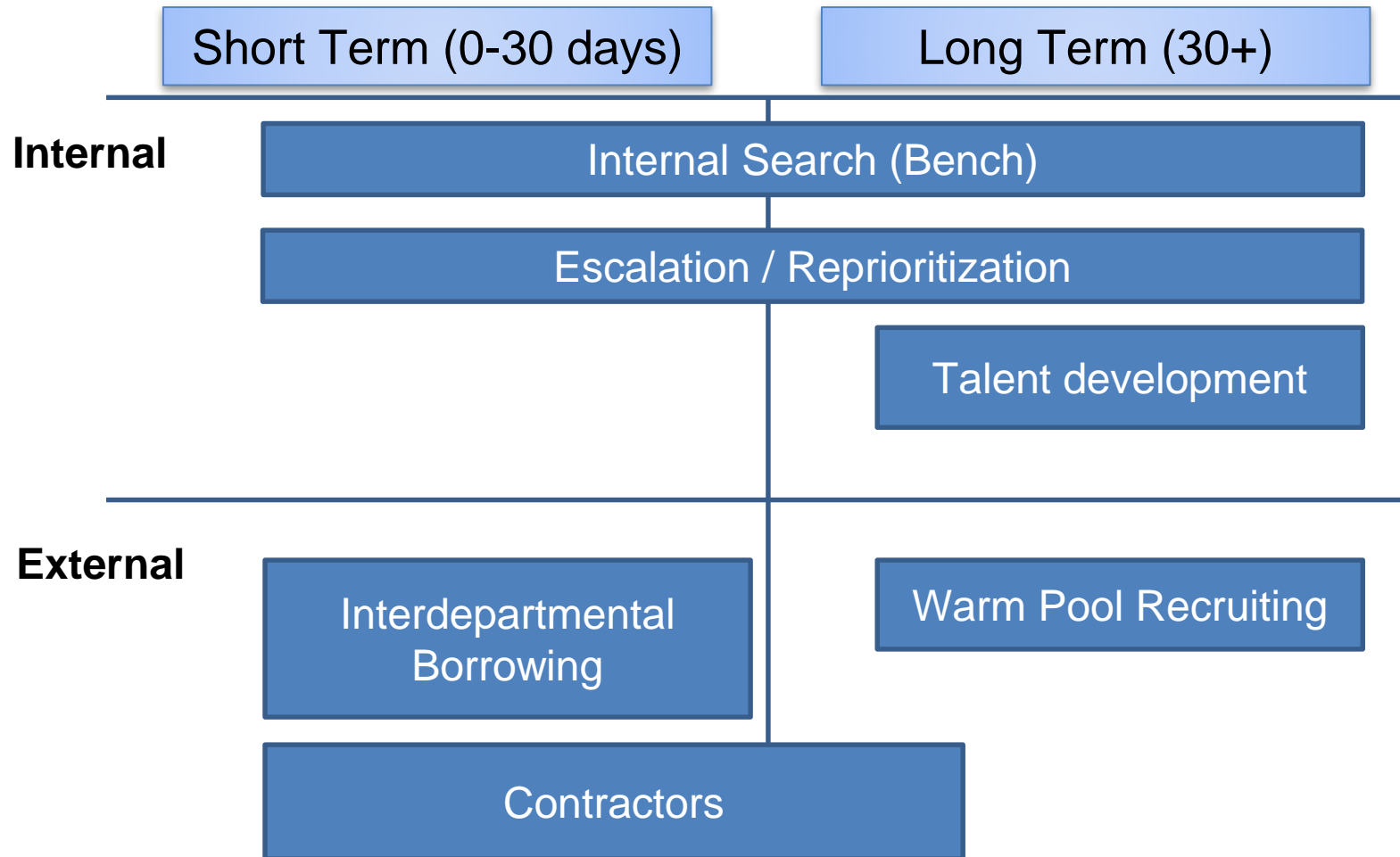
**Average time to staff roles is rapid while maintaining high utilization**



**Getting to Just-in-Time!**

# Sourcing and Development Strategies

Excerpt from RMCP® curriculum





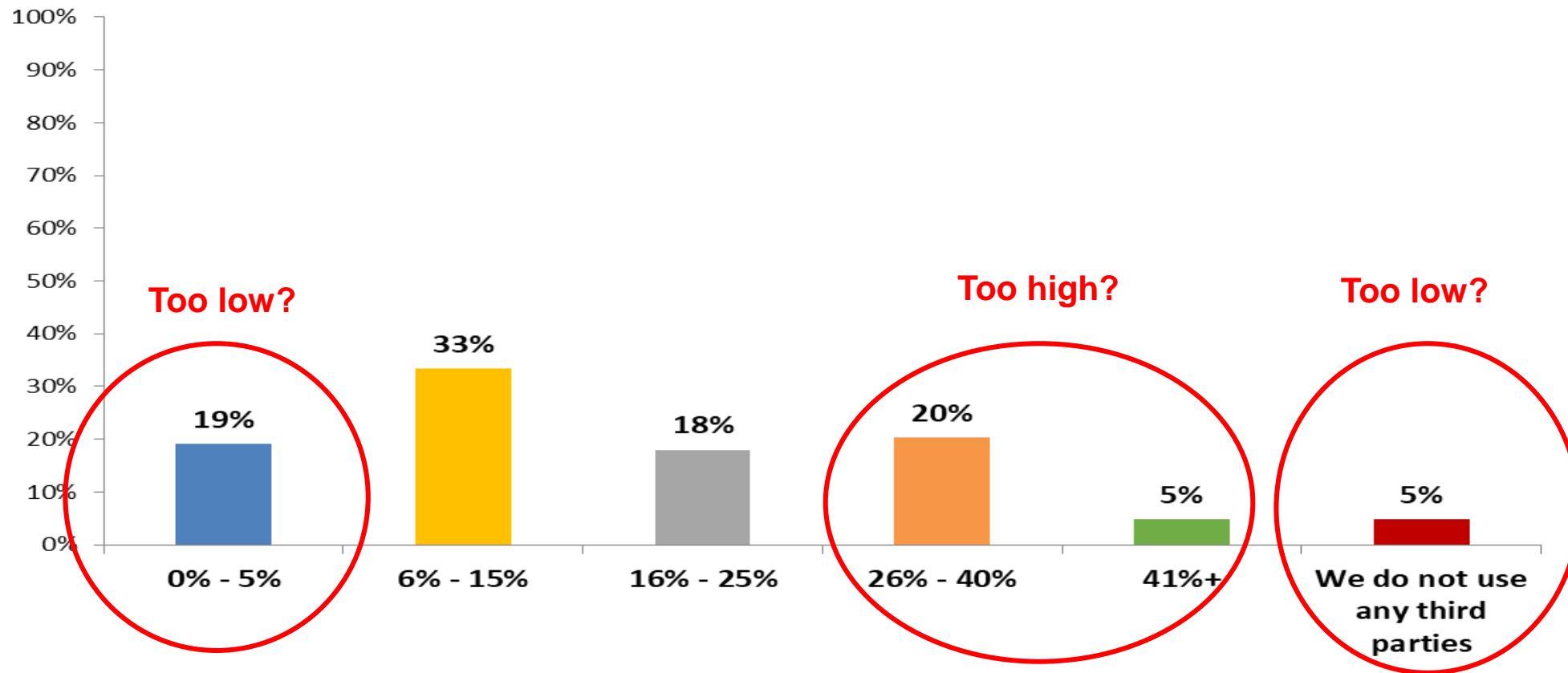
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# Third Party Resource Dependencies

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

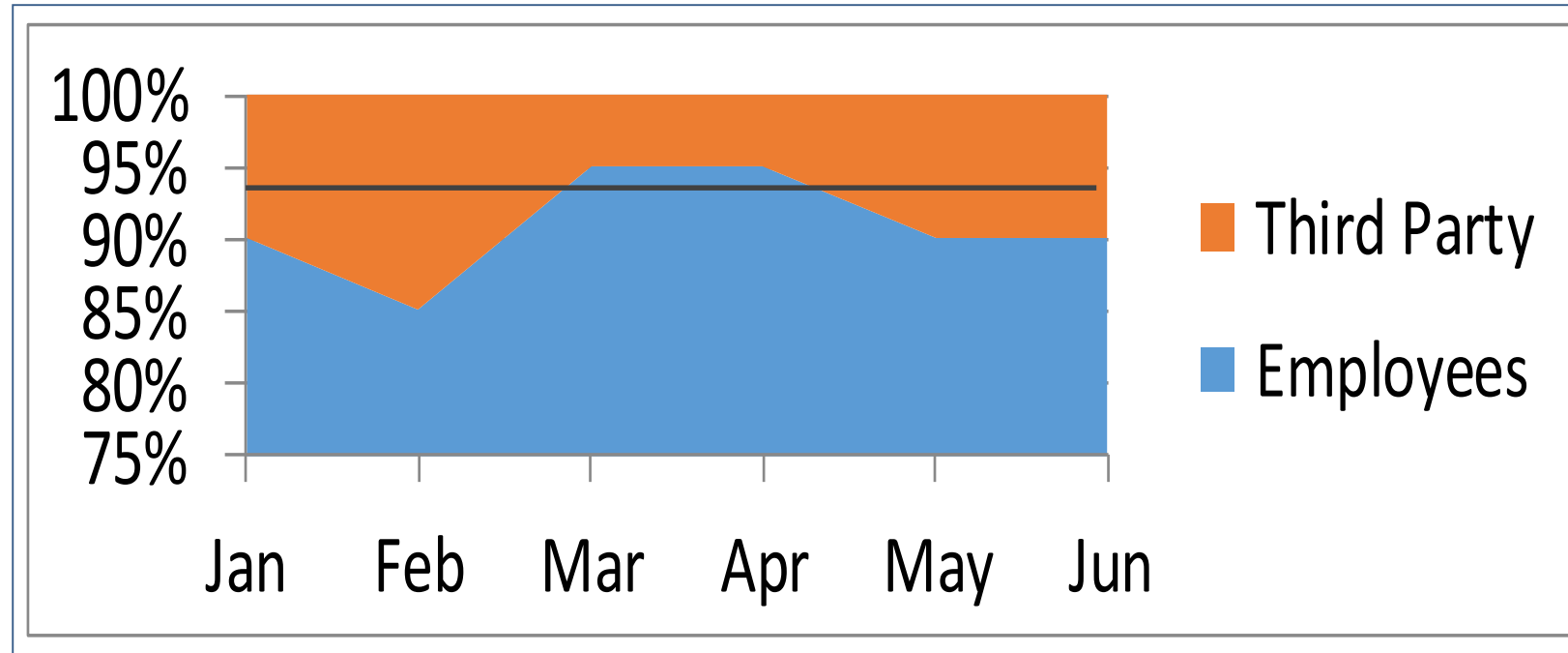


Source: RMI Sourcing Strategy survey 4Q/2019

# Finding the Right Labor Mix

Excerpt from RMCP® curriculum

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

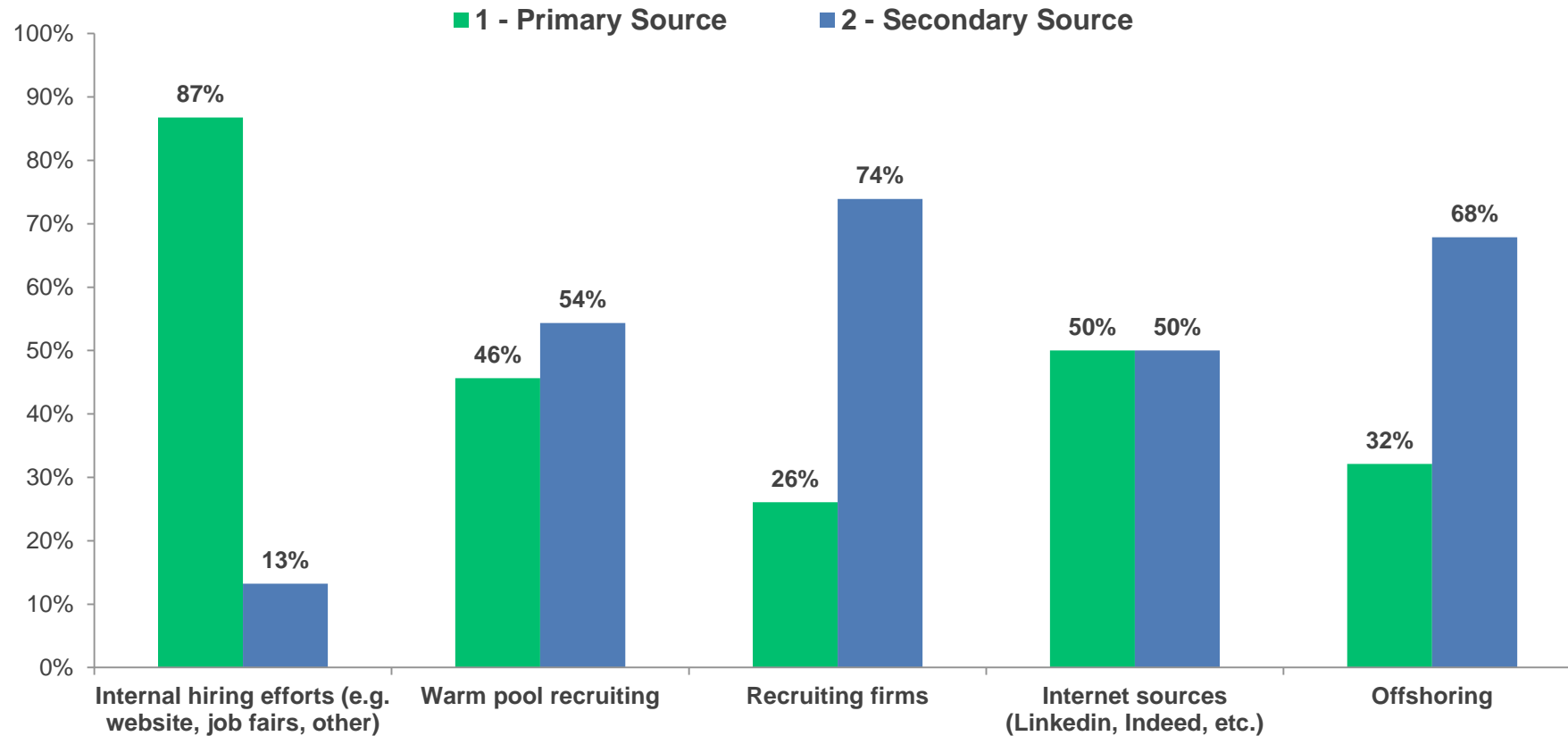
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# Talent Sources

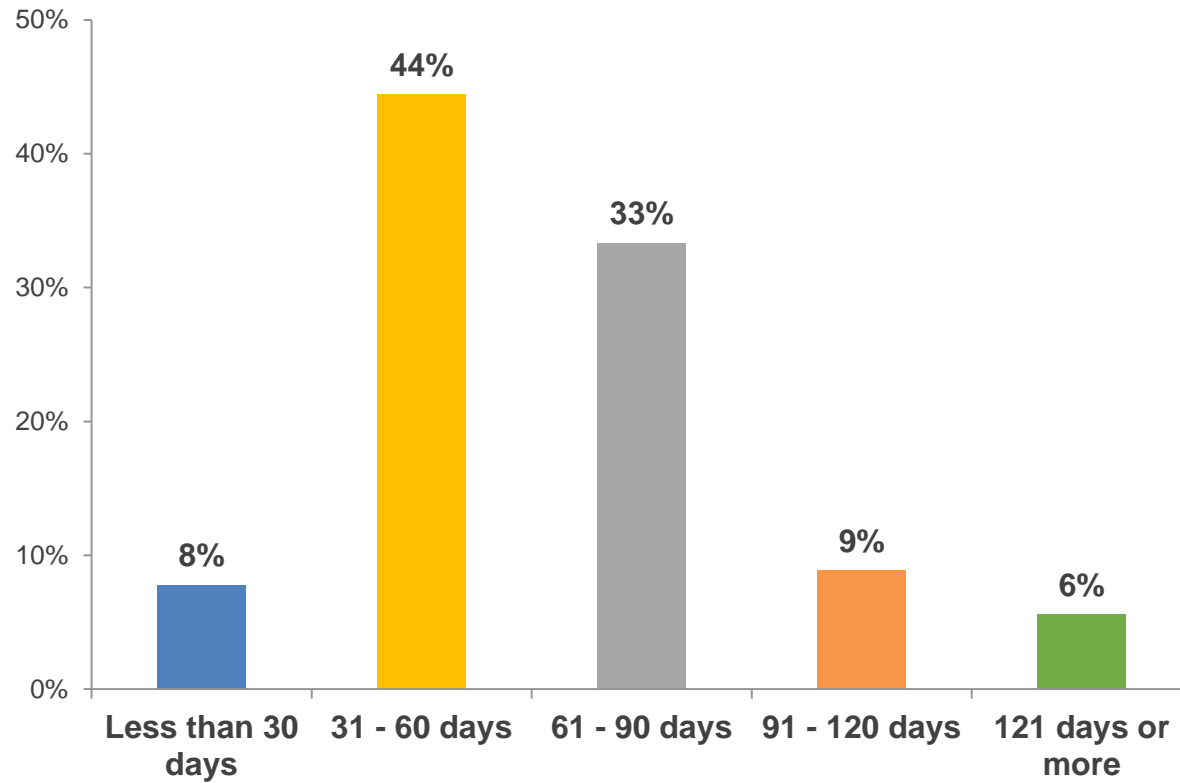
Our primary and secondary sources for locating employee talent are:



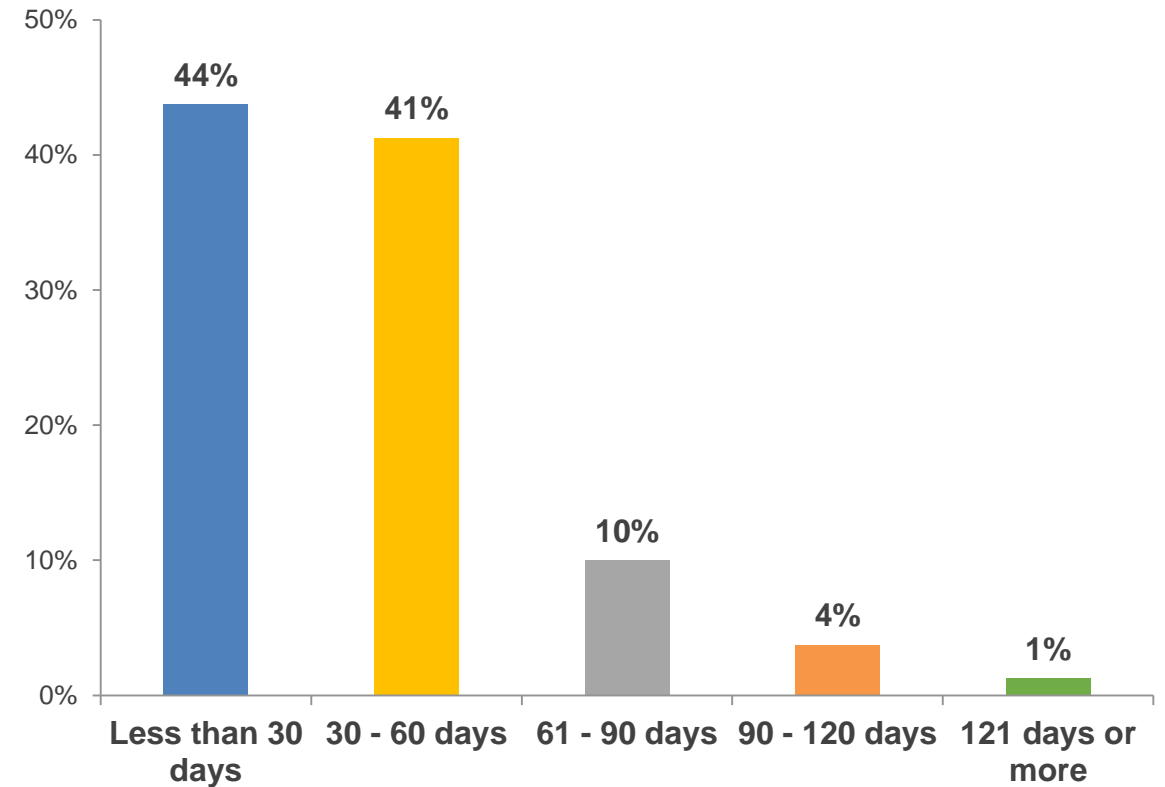
Source: RMI Sourcing Strategy survey 4Q/2019

# Finding Good Talent Takes Time

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



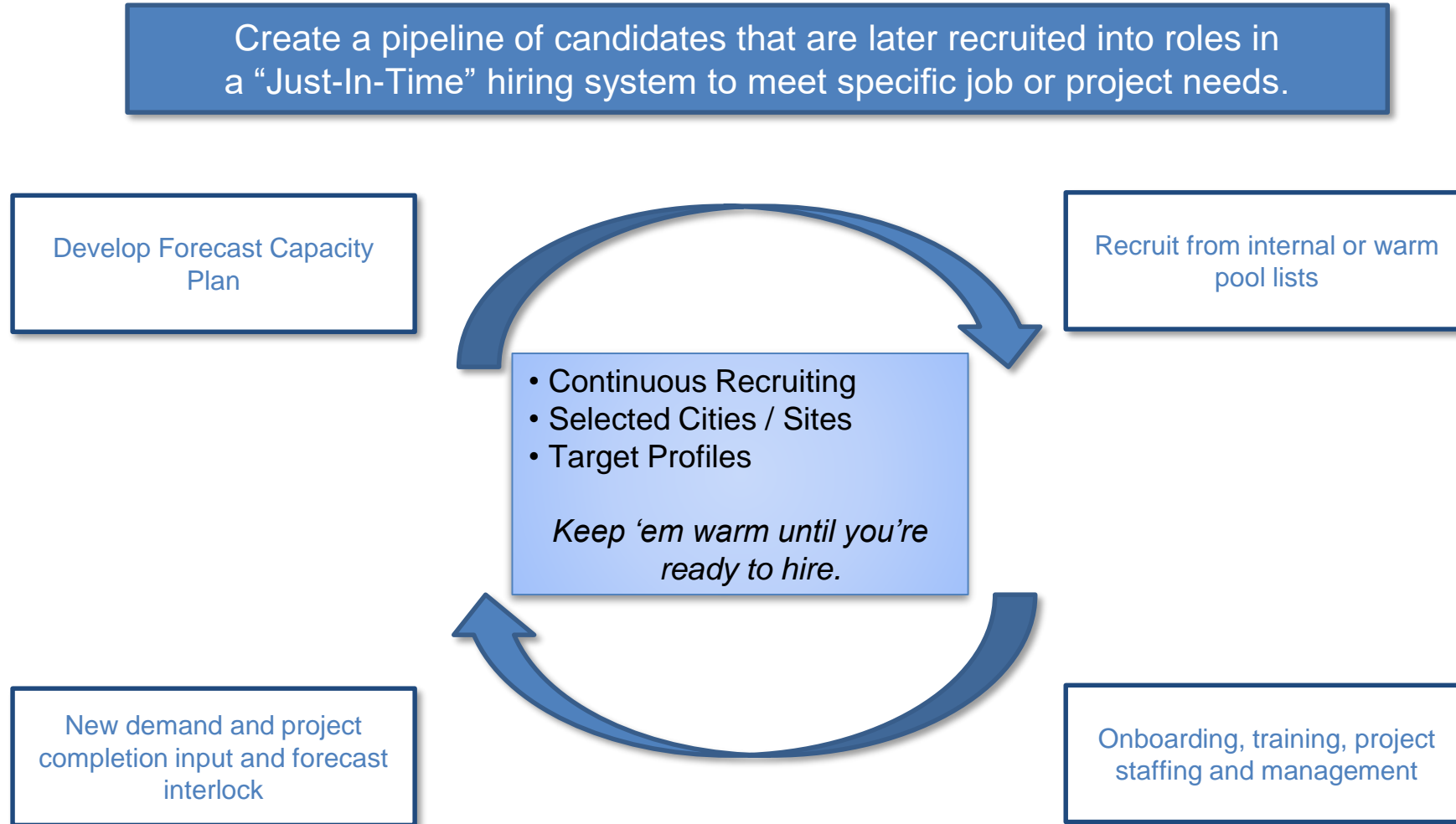
The average time it takes to recruit and on-board a third party resource from start to first productive day is:



Source: RMI Sourcing Strategy survey 4Q/2019

# JITR: Warm Pool Recruiting

Excerpt from RMCP® curriculum



# Sourcing Best Practice Tips and Techniques

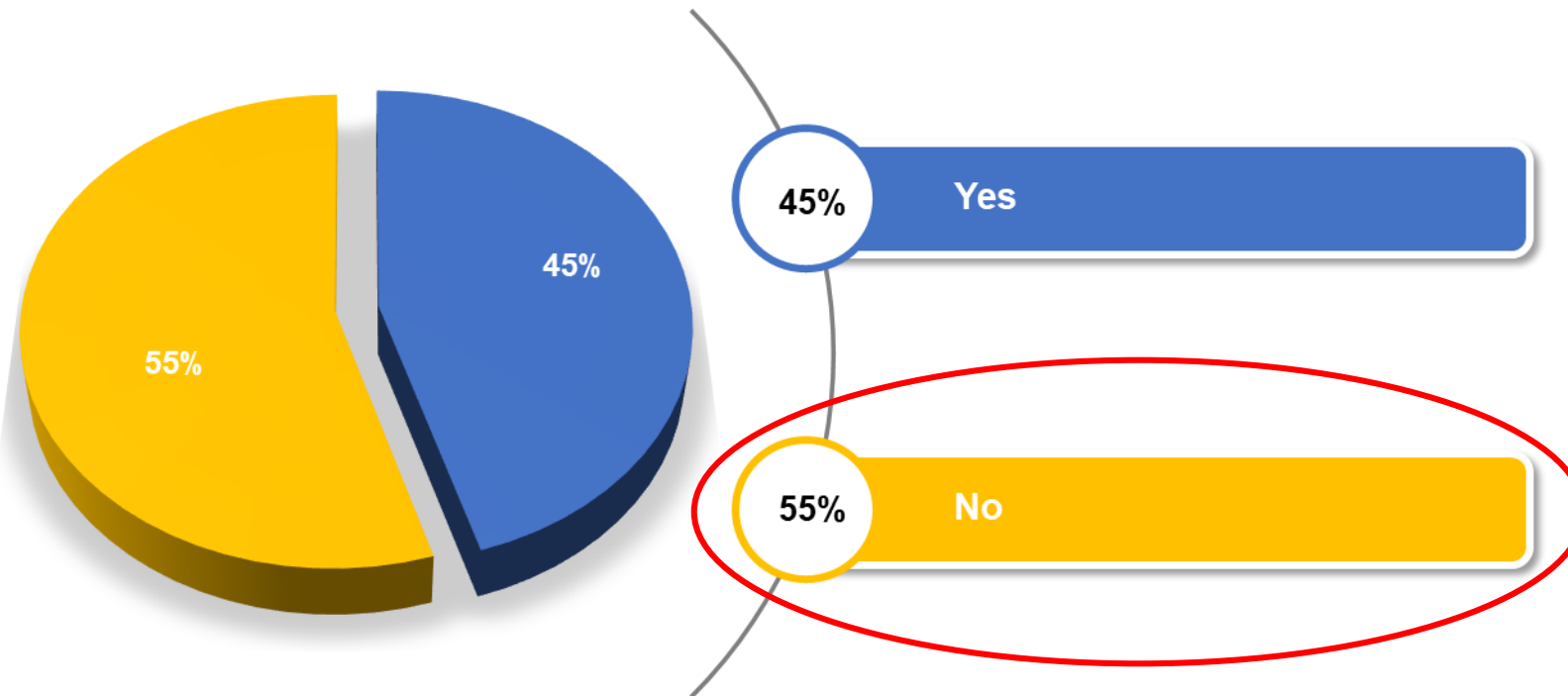
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# Automation Tools Should Be Your Friend

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?



## 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

Source: RMI Sourcing Strategy survey 4Q/2019

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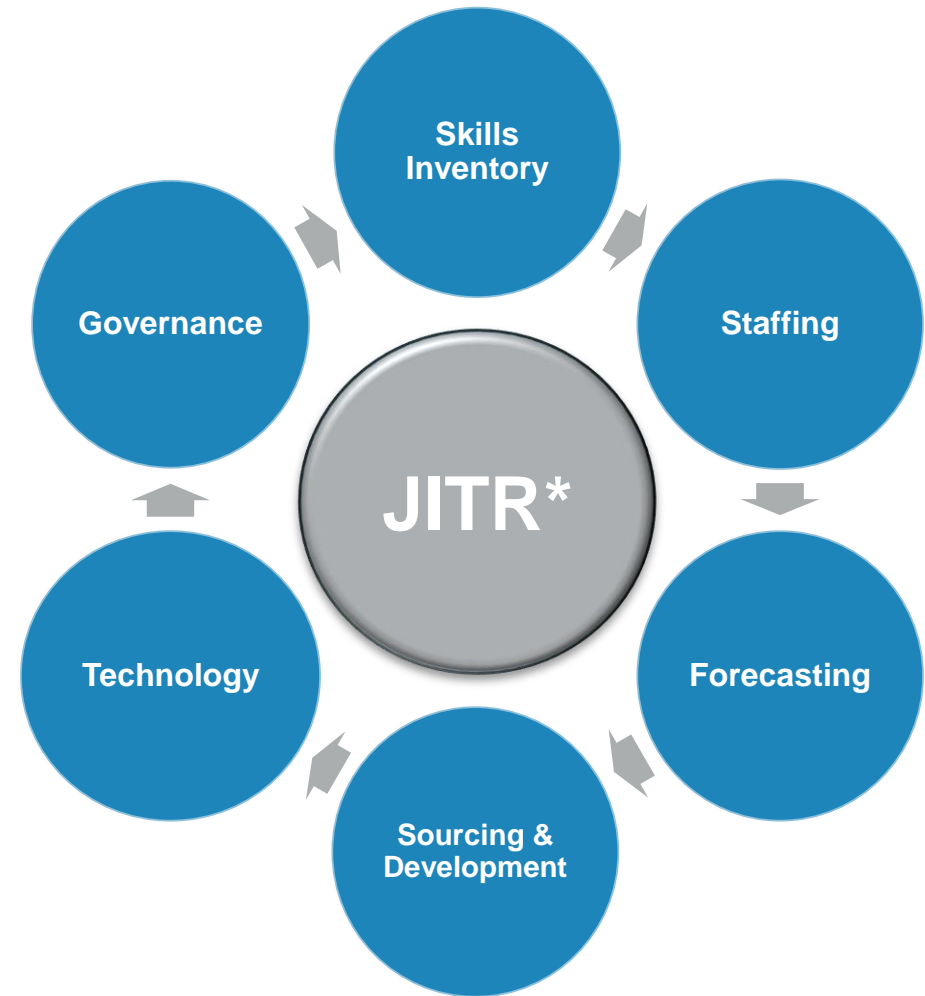
ca  
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# RMCP® Overview

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- 3-day classroom, 6-week online instructor led sessions (2 hrs. each), and on-demand format
- Interactive lectures, case study workshops
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- Re-certification process

- Pricing\*: \$1,995/person in-class  
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JITR = Just-in-Time Resourcing®

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# Q&A

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