

A Lean Human Capital Consultant will function as your 'Chief Talent Acquisition Process Officer'.

ANALYTICS

We begin every engagement with an analysis of your staffing supply chain, analyzing voice of the customer key performance indicators using advanced predictive analytics.

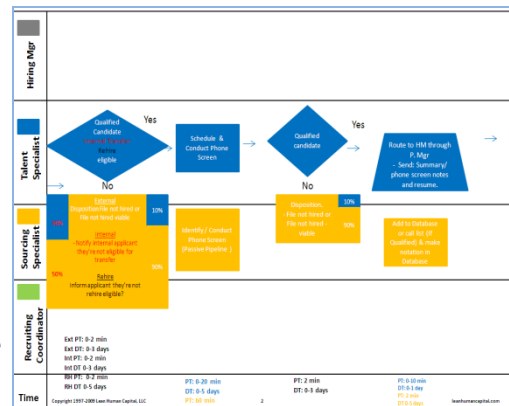
- Review, analysis and development of performance management scorecard and performance management trend charts.
- Assist in developing systems and tools to capture accurate data.
- Resource/capacity planning for 2011 hiring volumes to include evaluation of developing a dedicated sourcing/specialty recruitment solution.
- Cost of Vacancy analysis within critical job categories.
- Review and analysis of sourcing tools and media strategy.

Annual Summary		Q1	Q2	Q3	Q4	YTD	2010	2011
Quality								
Candidate Sat	49%	45%	45%	47%	47%	47%	48%	49%
RNI Sat	72%	70%	72%	70%	70%	70%	70%	70%
New Hire Perf - Benefits (90 day)	20%	1%	22%	5%	24%	-1%	30%	30%
New Hire Perf - Health (90 day)	30%	2%	25%	5%	41%	-7%	47%	49%
New Hire Retention (90 day)	90%	8%	87%	-2%	87%	8%	90%	90%
Efficiency								
Proc Expense to HRH (normalized)	25%	-2%	20%	-7%	20%	-2%	20%	20%
Submittals to HRH (normalized)	42%	2%	50%	-10%	47%	5%	47%	47%
Interviews to offer	50%	4%	45%	7%	47%	7%	48%	48%
Offers to hire	77%	2%	69%	7%	71%	1%	72%	71%
Searching hrs per candidate	14	8	10	8	13	3	12	10
Days to Fill	44	-1	34	-11	38	-7	34	-4
Days to Start	59	-1	56	0	52	-8	49	-11
Production								
Hires Goal	14	14	14	14	14	14	14	14
Total Hires	13	8	8	4	4	8	8	25
Open Requisitions - 30 days	6	2	4	2	3	1	3	2
Cost								
Cost Per Hire	\$ 2,347	\$ 2,033	\$ 2,247	\$ 2,033	\$ 2,347	\$ 2,033	\$ 2,347	\$ 2,347
Cost of Vacancy (per year)	\$ 3,833	\$ 3,833	\$ 3,833	\$ 3,833	\$ 3,833	\$ 3,833	\$ 3,833	\$ 3,833
Staffer Performance								
Understanding Business - Benefits	50%	50%	50%	44%	57%	50%	50%	50%
Staffing Process Mgmt - Benefits	42%	42%	50%	47%	49%	47%	46%	46%
Recruitment Process - Benefits	40%	40%	50%	47%	50%	47%	46%	46%
Cost & Time Mgmt - Benefits	25%	25%	25%	25%	25%	25%	25%	25%

PROCESS OPTIMIZATION

Our process optimization methodology enables you to create a productive, efficient staffing supply chain designed to deliver a just-in-time recruitment solution that reduces waste associated with inefficient, non-core, non-revenue producing tasks.

- Analysis of current staffing process.
- Value stream mapping and process optimization exercises.
- Solutions development and recommendations to eliminate waste and improve efficiency.



ORGANIZATIONAL DEVELOPMENT

Our organizational development work evaluates your competency and skill base for your function, as well as production and goals, to determine and recommend the optimal organizational structure.

- Competency/skills gap analysis on each of your staff members.
- Define optimum organizational structure and the resource(s) required to achieve hiring goals.
- Create performance profiles/descriptions for roles within organization.
- Organizational realignment of resources.

