

External Workforce Assessment

A strategic approach for managing your flexible workforce

THE CHALLENGE

- The Human Capital Industry and the way organisations hire to obtain the skills they need is changing. Companies have to ensure that they have the “right talent, at the right time, at the right place, at the right cost”.
- Increasingly, employers are facing challenges such as having transparency & ownership, providing flexibility, being compliant, managing cost and standardising processes to manage their External Workforce.
- It is a need to think about holistic and tailored solutions in order to manage External Workers and go beyond just requisition filling.
- The PEER GROUP ALLIANCE Assessment will give you an overview of your flexible workforce situation in your company, assess business priorities of your stakeholders (“Voice of Customer”) and will help you to determine your future workforce strategy.

WHAT STAKEHOLDERS ASK FOR?

Current State

“I was disappointed in the quality of candidates presented for the role. Many did not meet the qualifications and it was a challenge finding a good candidate that met the needs for the position.”

“I have no realtime visibility of the external workforce. So I can't react on changes very quickly”



“I need an operating model where I can consolidate suppliers, reduce process cost and gain additional productivity beyond sourcing lever”

“I feel uncertain in how to engage externals and to use the appropriate contractual agreement”

Future State

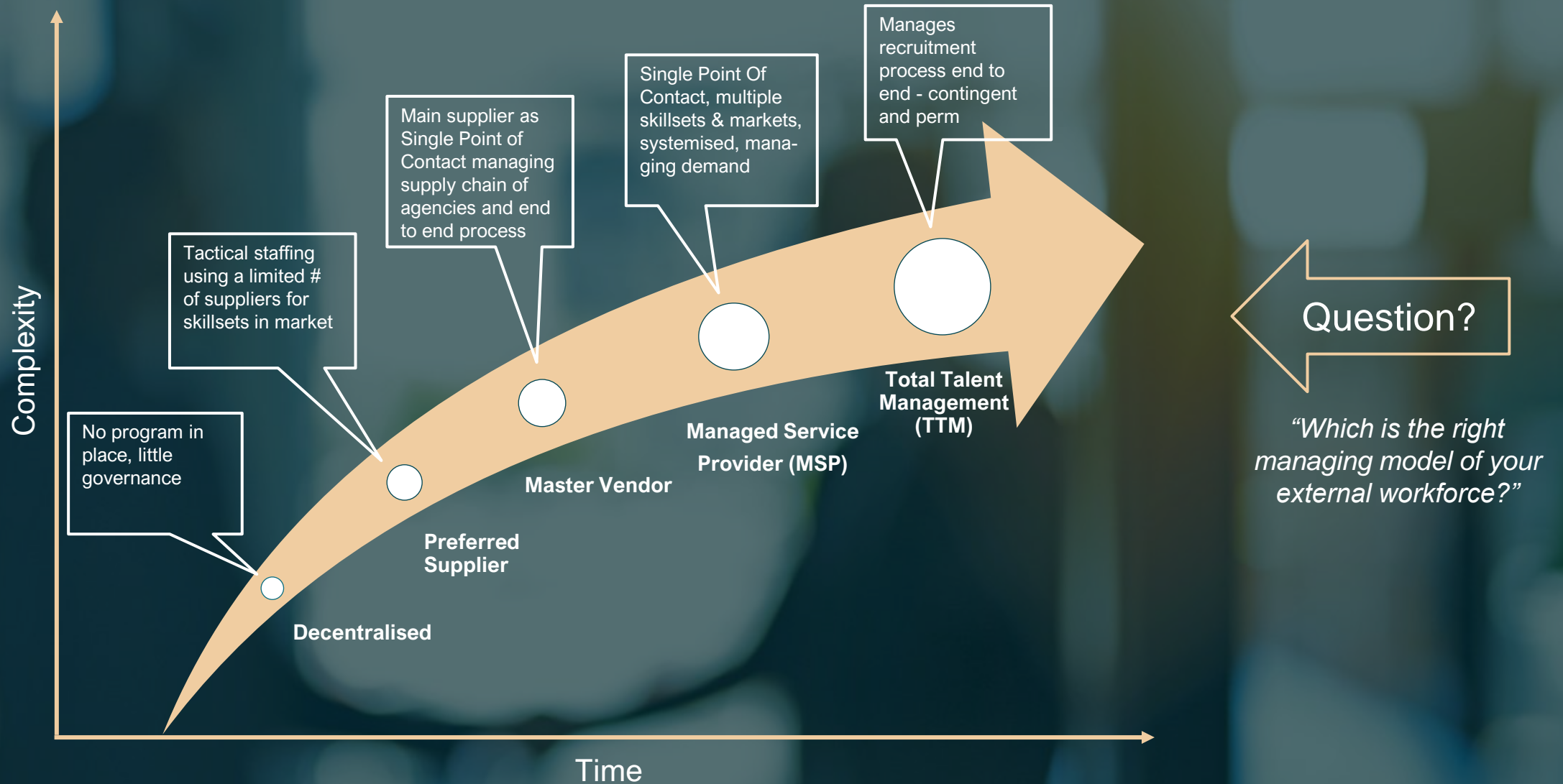
Operating model

- ✓ Improve **compliance & risk management**
- ✓ **One-stop-shop** for whole contingent workforce management
- ✓ Onboarding the **right experts** with the **right skills** at the **right time** for the **right money**
- ✓ **Streamlining & consolidating** supplier base and bundling volume

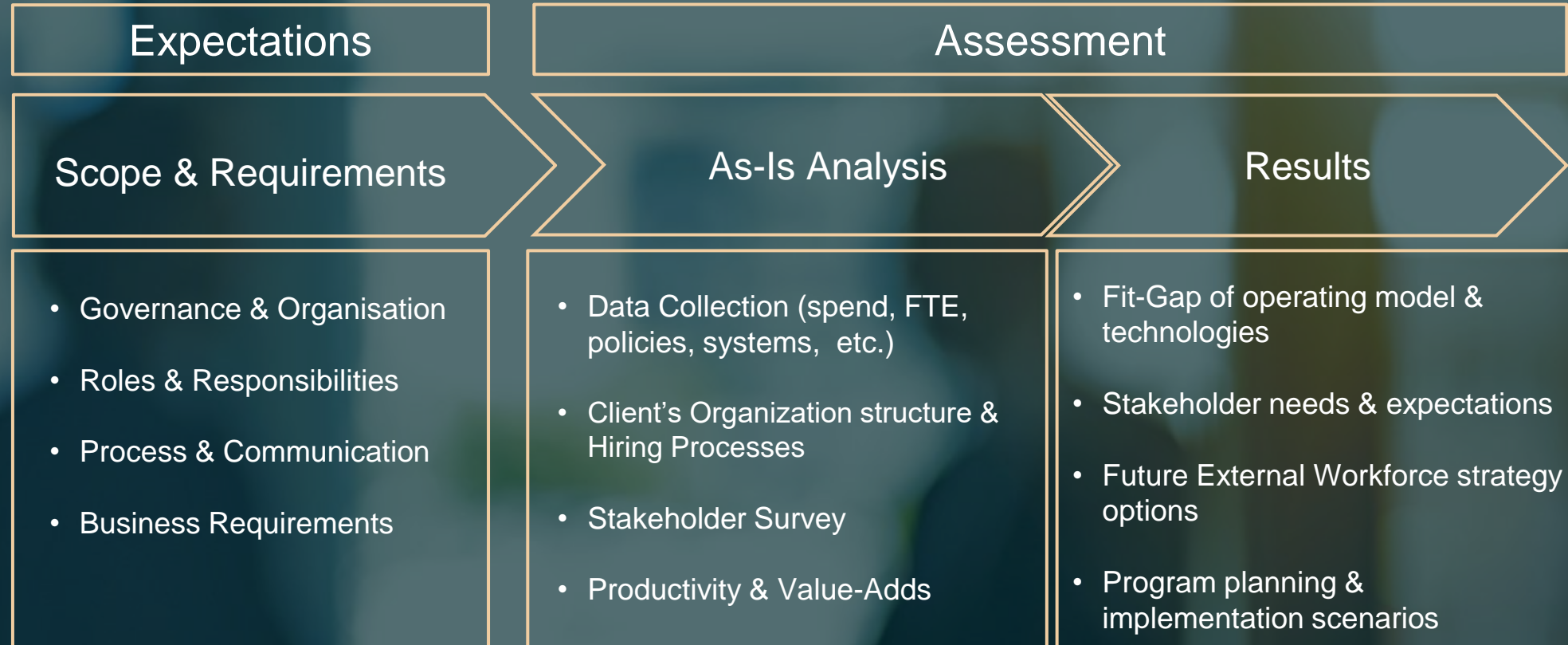
Technology

- ✓ **Centralized** job requisition and staff ordering
- ✓ **Standardised** job descriptions, role specific skill sets and predefined templates
- ✓ **Electronic** timesheeting
- ✓ **Business intelligence** functionality (e.g. management reporting, tracking, workflow engines, etc.)

EXTERNAL WORKFORCE MODELS



THE PROCESS



THE TOOLS & RESOURCES



- For **limited scope** we use pre-defined documents and files to capture data, headcount, costs and do process mapping.
- Rational Data will be compared with the Voice Of The Customer by interviewing key stakeholders or a survey.



- For **larger scope** and complex or fragmented supplier base combined with different Contingent Workforce delivery models we can assess the benefit of using myDIAGO (Workforce Analytics tool). myDIAGO supports an easy and quick visualisation of spend, supplier landscape and external headcount.



- Assessment will be managed by **PEER GROUP ALLIANCE experts** specialized in developing external workforce strategies, designing contingent workforce solutions and implementing delivery models.
- Resources available on flexible basis as Interim or Project Management.

THE BENEFITS

1

External Workforce landscape

Clear picture at your External Workforce situation and distribution.

5

Business Objectives

Alignment to business objectives and improvement of services to hiring managers.

4

Business Intelligence

Usage of state-of-the-art technologies to standardise and streamline On-/Offboarding processes.



2

Workforce Strategy

View of future workforce management options.

3

Operating model

Guidance in choosing the right operating model (Outsourcing vs. Inhouse).

OUR TEAM



info@peergroupalliance.eu



Christian: +49 (0) 172 3721942
Axel: +32 (0) 496 581 053



www.peergroupalliance.eu



Christian Hübscher

- Long-term experience and profound knowledge in operative and strategic procurement
- Senior professional in Human Capital solutions and transformations
- Extensive knowledge of global program implementations



Axel Vangilbergen

- Experienced global sales scientist leading sales teams to better results
- Profound knowledge of the HR Services industry with a holistic view on the international labor markets
- Thought Leadership in Workforce Transformation Models