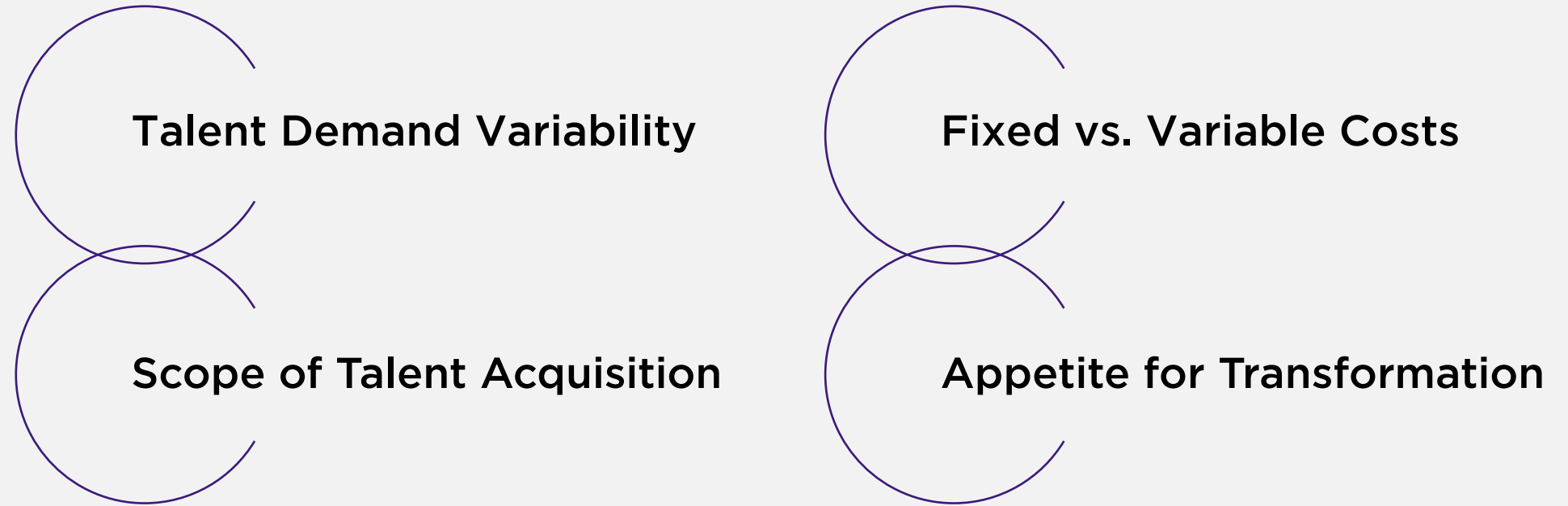


ADD FLEX & SCALE TO YOUR TA OPERATING MODEL

Understanding What's Needed

1



Turning Plans Into Action

	Dimension	Attribute	Common Elements	
Fixed	BUILD	Capabilities that do not benefit from scale or an outside view	<ul style="list-style-type: none"> TA Strategy Process & Tech COE Regional TA Leadership 	Internal Expertise ↑ ↓ Collective Knowledge
Flexible	BUY	Areas that require external capabilities	<ul style="list-style-type: none"> System Platforms (ATS, CRM) 	
	PARTNER	Flex or scale capabilities that exceed internal ROI to build	<ul style="list-style-type: none"> RPO Capabilities Access to Delivery Centers Exec Search Contractors & Total Talent 	
Invest	AUTOMATE	Highly repetitive tasks like status updating, routine communications	<ul style="list-style-type: none"> Intersystem Status Updates 	

Measuring Transformation Success

3

- Mitigate Risk**
 Do we have effective cost controls in place?
 Are the new partnerships and contracts flexible?
- Impact**
 Are TA and business priorities aligned in the new model and in every new partnership?
- Leadership**
 Do we have the buy-in needed to make the new approach successful?

Continuous Improvement

