



Workforce Consulting



CDI-Talent Management’s Workforce Consulting solutions focus on both the strategic and tactical elements of a client’s talent management process. We analyze the portions of the talent planning and acquisition process that impact a client’s business objectives and provide recommendations to improve, enhance or replace those dimensions that have the most potential to ensure greater return on human capital investment and improved results.

Recruiting Diagnostics

Our Recruiting Diagnostics practice was built from our extensive experience helping clients improve their recruiting approach. We assess the current situation and look back a few years to understand our clients’ recruiting landscape and requirements. By analyzing and understanding the past, we help clients define where they want to go and how to improve their approach and/or structure for future success. We evaluate and recommend recruiting best practices via the following steps:

- 1. Needs Assessment:** We ask a series of questions designed to understand the skill sets needed, the anticipated placement volume (both internal and external), any seasonal or business change drivers as well as additional requirements.
- 2. Cost Analysis:** We help our clients understand their real talent acquisition costs including third party expenses, internal recruiting teams, recruiting-specific technologies, employment branding expenses and hiring administrative costs such as background and drug checks. We also consider the costs associated with sourcing including expenses related to job board postings, employment research and social networking.
- 3. Process Analysis:** We look inside an operation to develop a clear understanding of how the hiring process is managed, from sourcing candidates, screening and interviewing through selection, hiring and on-boarding. By reviewing these processes, we can determine if they are consistent, effective and responsive to market realities.
- 4. Technology Assessment:** CDI-Talent Management can provide an analysis of a single technology solution or can evaluate an entire suite of applicant tracking, HRIS and sourcing tools as well as review the reporting and metrics that have been established to manage the recruiting program.

Workforce Planning

Our Workforce Planning consulting program helps bring a fresh perspective for strengthening the value of an important and expensive asset to any company, the people. Through workforce planning, design and measurement, we help our clients assess and identify the links between their people and business strategies. We start by assessing the current workforce data in order to identify opportunities for improvement that better support the business goals and objectives.



By obtaining a thorough understanding of workforce data and business objectives, we help our clients assess the following:

Strategy - current workforce and how it aligns, or does not align, with clients' strategies and functional requirements. CDI reviews:

- *Workforce Strategy Development*: how people are deployed, i.e., permanent, part-time/full-time, on-site/remote, contractors, outsourced, etc.
- *Alignment with Business Strategy*: where a company is moving to and what the workforce to support that movement should look like
- *Functional Alignment*: functional alignment of a company with multiple dimensions of their business landscape such as customers, products, operations, finance and HR

Management - how a company finds, rewards and retains talent. CDI reviews:

- *Acquisition of Talent*: how a company finds and hires talent, including considering their sourcing, attraction and hiring strategies
- *Workforce Cost Management*: how a company manages compensation, whether their approach is fixed or performance based
- *Retention and Turnover*: review of good versus bad turnover and how to retain top talent for the future

Measurement - techniques that are in place and available. CDI reviews:

- *Capability Assessment*: thorough assessment of the capabilities that are currently in place
- *Analytics*: how a company develops and uses analytics to ensure support of their business objectives
- *Dashboards, Scorecards and Other Workforce Reporting Mechanisms*: techniques used for tracking workforce metrics

Project Management - turning recommendations into action. CDI provides:

- *Workforce Modeling*: development of a workforce program based on a company's projected business model
- *Merger and Acquisition Integration*: appropriate handling of any workforce changes that are driven by large scale, non-organic business growth
- *Hiring, Retention and Turnover Initiatives*: deployment of decisions made regarding hiring, retention and turnover initiatives

Why CDI?

- *Recruiting & Workforce Planning Experience* – CDI has been providing clients consultative workforce acquisition support for over 60 years. Having worked with clients - both large and small as well as multi-national and domestic - to plan for and procure talent, we have the ability to validate those programs that work and strengthen those that can be improved. That depth and breadth of our experience ensures a cost efficient and effective consulting approach that delivers significant value.
- *Extensive Expertise* – CDI has a broad network of employees and partners for consulting engagements, ensuring we bring on-point expertise to the table for each client.
- *Strategic Approach* – CDI designs each consulting engagement with the client's end objectives in mind. We begin by understanding what a client wants to accomplish and how they want to impact the bottom line and strategic objectives. We then put together a team and approach that supports those elements that are important to our client.
- **Quality results delivered - every time**