

SOLVING GLOBAL WORKFORCE ACQUISITION GROWTH INITIATIVES

The Situation

A world-class developer and provider of leading-edge IT infrastructure solutions with over 3,500 employees and \$700 million in revenue set a strategic focus on expanding their network and electrical markets worldwide by investing extensively in R&D, manufacturing, logistics, sales, and marketing operations around the globe. As the initiative was critical to the long-term growth of the organization, CEO and global VP HR involvement were major drivers to ensure a large scale move outside of the US was a success.

The Challenge

Existing workforce acquisition infrastructure in the US lacked a workforce system and staff to support the multiple cultures, time zone differences, and languages.

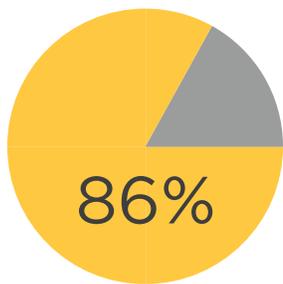
Urgent timelines and the risk of disrupting current US operations for a rapid global expansion required a solution that would bring synergy between global people, process, and technology resulting in a consistent and efficient delivery of the highest quality hires.

The Solution

Avancos was engaged to identify process improvement targets and access to talent gaps that would fulfill hiring objectives for pivotal roles in Europe, India, China, and the Middle East within a week after the initial consultation, Avancos support teams were put in place in the UK, India, the Middle East, and Europe implementing a workforce talent system, mirrored processes, job descriptions, and reporting aligned to the US for compliance and consistency. The flexible solution included project control in the US, project management based in Europe, an on-site recruiter in Bangalore supported by an Avancos office in Baroda, India, and Talent Acquisition specialists stationed throughout Europe. The collaboration efforts between Avancos and the client's HR department in India, China, UK, US, and the Middle East established a process that would increase the access to talent at the local level. This drove global growth with the greatest number of qualified applicants delivered fully screened, assessed, and engaged in the opportunities with the client. Client profiles on performance, cultural fit, and administrative interview process with hiring managers were managed to ensure hires were completed on time. In addition, the Avancos Project Manager provided weekly reports to regional and global HR partners identifying results, labor market trends, and proactive solutions with measurable business value.

Measurable Results

The project exceeded client expectations by:



Identifying all labor market candidates within their industry



Candidates were screened, assessed, and qualified in eight different languages



Increasing Fill Rates

In addition, market data captured during the Avancos MAP™ process allowed the client to realign job titles, compensation levels, and geographies to better attract knowledge based workers in a highly competitive field.